

December 3, 2012

HONORABLE MAYOR AND CITY COUNCIL  
City of Long Beach, California

**SUBJECT: Fiscal Year 2013 Adopted Budget**

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This transmittal letter updates my original letter presented in the Proposed Budget and contained herein to reflect revisions incorporated into this Adopted Budget.

In many ways, this budget posed some of the greatest fiscal and programmatic challenges for the City in a number of years. The service impacts of the Proposed Budget were visible and significant.

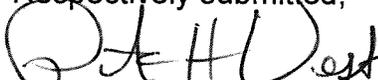
In the Mayor's and the City Council's initial response to the Proposed Budget as well as the concerns raised later at the community budget meetings and hearings conducted by the City Council, it became apparent that many in the community were very concerned about the reduction or elimination of some City programs.

In response to the concerns, the City Council adopted at its regular meeting on September 4, 2012 a revised budget. The main additional revenue source approved by the City Council was the increase in budgeted oil revenue from (\$65 to \$70 per barrel). That increase is expected to generate an additional \$1.3 million in ongoing revenue. The City Council restored some programs using on-going revenues and restored others on a one-time basis using one-time revenues. The restorations meet deficit reduction targets while providing one-time assistance to help ease the transition to reduced service levels.

The tables that follow show the original proposed reductions and the City Council adopted restorations for affected programs and services as well as sources and uses of those modifications. Attachment A shows program reductions in the Proposed Budget and how they were restored in the Adopted Budget. Attachment B shows a side-by-side comparison of one-time funded items in the proposed and adopted budgets. Attachment C shows the sources of revenues and expenditure reductions that offset the Council restorations.

My appreciation goes to staff who acted diligently to craft alternatives that led to this final version of the FY 13 budget and to the BOC, Mayor and City Council who worked hard to find common ground to address the most salient concerns of the City's residents and taxpayers.

Respectively submitted,



PATRICK H. WEST  
CITY MANAGER

Attachments



**Fiscal Year 2013 City Council-Approved Amendments  
Council Restorations**

Reduction in Proposed Budget	Reduction Amount/FTE	Council Restoration in Adopted Budget	Structural Amount/FTE	One-Time Amount/FTE
<b>General Fund - Items that were changed by City Council</b>				
<b>Library Services</b>				
Six neighborhood branch libraries will be "self-service" facilities. Libraries will offer check-out of materials and computer use, but offer limited library programs and reduced librarian assistance. Among other things, there will be an increased reliance on self-checkout. (Reduction amount reflects three libraries as three were reduced in FY 12)	\$ (392,471)  FTE: (4.77)	Structural restoration of programs and services to six branch libraries. Library Services will restore \$56,000 in staffing for each of the six "self-service" branches (three from FY 12, three from FY 13), and a part-time General Librarian for training and program design. This restoration will re-establish full checkout services and partial storytime and literacy programs to all six sites.	\$ 400,000  FTE: 9.32	-  -
<b>Total \$ (392,471)</b>		<b>Total \$ 400,000</b>		
<b>Parks, Recreation and Marine</b>				
Partner with private and non-profit organizations to provide programming and support for Adaptive Recreation, El Dorado Nature Center, and the Long Beach Senior Center as funding is required.	\$ (364,791)  FTE: (9.70)	Structural restoration of Adaptive Recreation (\$91,000), Adaptive Sports, including Millikan Pool (\$16,000), two positions at the Nature Center (\$110,000), and Long Beach Senior Center programming (\$103,000 net of revenue).	\$ 320,000  FTE: 8.70	-  -
In order to maintain youth activities in areas with the greatest density, highest crime and limited alternative recreation activities, free and subsidi-dized youth sports and after school programs will be eliminated at College Estates, Wardlow, Whaley, Pan Am, Somerset, Stearns, Cherry, Drake, Miracle, El Dorado West, Davenport, Deforest and Bixby Parks. These parks will continue to be activated by youth and sports programs sponsored by other providers in the community.	\$ (1,291,849)  FTE: (30.07)	One-time restoration of afterschool recreation and youth sports programming at 14 park sites for FY 13.	-	\$ 1,291,849  -
Reduce the school swimming pool program. Silverado Pool will only be open in the summer, Will J. Reid Pool will be closed, and Millikan Pool will no longer be operated during the summer, unless programmed by the School District. Belmont Plaza and Jordan Pools will remain open.	\$ (63,239)  FTE: (3.75)	Structural restoration of Silverado Pool programs, year-round (\$45,000 net of revenue). Millikan Pool will also be open through revenue offsets (\$0 net of revenue).	\$ 77,000  FTE: 3.75	-  -
<b>Total \$ (1,719,879)</b>		<b>Total \$ 397,000 \$ 1,291,849</b>		

**Fiscal Year 2013 City Council-Approved Amendments**  
**Council Restorations**

<b>Reduction in Proposed Budget</b>	<b>Reduction Amount/FTE</b>	<b>Council Restoration in Adopted Budget</b>	<b>Structural Amount/FTE</b>	<b>One-Time Amount/FTE</b>
<b>Police</b>				
Reduce the number of Police Officers assigned to specialized units, including the Gang Enforcement Section Field Unit and the South Division Directed Enforcement Team. This will increase the reliance on the Directed Enforcement Teams of the North, West, and new Central Patrol Division to participate in targeted operations, special details, and handle gang investigations.	\$ (3,866,010)  FTE: (28.00)	One-time restoration of Prisoner Transport Unit for FY 13.	-	\$ 374,000  FTE: 4.00
Reduce support services and associated personnel. Non-sworn positions supporting the Investigations, Patrol, and Support Bureaus will be reduced, which will slow investigations and report preparation. The Jail Division will be restructured to eliminate the Prisoner Transport Unit, with the responsibilities for transport being shifted to Patrol Officers. The Advanced Officer Training curriculum and associated positions will be reduced.	\$ (2,325,339)  FTE: (24.00)	One-time restoration of funding for the gang enforcement unit, overtime and/or PSS's for FY 13 to be decided by the Police Chief. The Police Department will restore the following for FY 13: <ul style="list-style-type: none"> <li>•Four Police Service Specialist positions to support Vice Investigations, Sex Crimes, Crime Lab, and East Division--\$354,000</li> <li>•Ten Police Officers and one Sergeant assigned to Gang Enforcement--\$1,553,000</li> <li>•Increase overtime --\$449,000</li> </ul>	-	\$ 2,356,000  FTE: 15.00
		One-time restoration of three Police Service Specialist positions for FY 13 converting them to Neighborhood Services Specialists in Development Services.	-	\$ 270,000  FTE: 3.00
<b>Total \$ (6,191,349)</b>		<b>Total PD</b>	-	<b>\$ 2,730,000</b>
		<b>Total DV</b>	-	<b>\$ 270,000</b>
<b>Public Works</b>				
Reduce CIP Sidewalk Program from \$3 million to \$2 million, and eliminate \$308,000 of Supplemental funding for unanticipated needs. This will result in delays for infrastructure repairs, with an increased reliance on one-time funds for infrastructure needs.	\$ (1,308,032)	Structural restoration of \$1 million to the CIP Sidewalk Program (from \$1.9 million to \$2.9 million).	\$ 1,000,000	-
		Structural increase of the tree trimming budget	\$ 300,000	
<b>Total \$ (1,308,032)</b>		<b>Total</b>	<b>\$ 1,300,000</b>	-

**Fiscal Year 2013 City Council-Approved Amendments  
Council Restorations**

<b>Reduction in Proposed Budget</b>	<b>Reduction Amount/FTE</b>	<b>Council Restoration in Adopted Budget</b>	<b>Structural Amount/FTE</b>	<b>One-Time Amount/FTE</b>
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**Capital Projects Fund - Restoration**

City Council Fund for Infrastructure	\$ 1,000,000	-		
Sidewalk Funding	\$ 1,000,000	-		
Gender Equity Accommodations	\$ 1,800,000	-		
Rancho Los Cerritos Infrastructure	\$ 500,000	-		
Citywide Slurry Seal and Residential Street Repair	\$ 2,825,000	-		
<b>Total</b>	<b>\$ 7,125,000</b>			

**Fiscal Year 2013 City Council-Approved Amendments  
General Fund**

**Complete List of One-Times**

<b>Proposed Budget</b>	
Description	One-Time
	Amount
Gender Equity Accommodations	\$ 3,600,000
Transition to New Paramedic System	\$ 400,000
Parking Citations and Billing Systems	\$ 1,348,445
Accounts Payable Technology	\$ 80,000
Library Self-Checkout Technology	\$ 400,000
Police Academy Funding	\$ 2,900,000
Prisoner Transport Vans	\$ 225,000
New Financial Systems	\$ 5,780,000
Financial Sustainability Implementation	\$ 700,000
Rancho Los Cerritos Infrastructure	\$ 500,000
Sidewalk Funding	\$ 1,000,000

**Total \$16,933,445**

<b>Adopted Budget</b>	
Description	One-Time
	Amount
Gender Equity Accommodations	\$ 1,800,000
Transition to New Paramedic System	\$ 400,000
Parking Citations and Billing Systems	\$ 634,223
Accounts Payable Technology	\$ 80,000
Library Self-Checkout Technology	\$ 400,000
Police Academy Funding	\$ 2,900,000
Prisoner Transport Vans	\$ 225,000
LMR and NATS Upgrade to Infor	\$ 1,300,000
Financial Sustainability Implementation	\$ 200,000
Rancho Los Cerritos Infrastructure	\$ 500,000
Rancho Los Alamitos Infrastructure	\$ 374,334
Citywide Slurry Seal & Residential Street Repair	\$ 2,825,000
City Council Fund for Infrastructure	\$ 1,000,000
<i>*Police Overtime, Gang Enforcement, PSS's</i>	\$2,356,000
<i>*Police Prisoner Transport Unit</i>	\$374,000
<i>*Police PSS's Transfer to Development Services</i>	\$270,000
<i>*Afterschool Recreation and Youth Sports</i>	\$1,291,849

**Total \$ 16,930,406**

*\*Program/Service Restoration for FY 13 only*

## Fiscal Year 2013 City Council-approved Amendments

### List of Offsets (including revenues and reductions)

<b>General Fund - Structural Revenue Sources</b>	
Increase price of Oil from \$65 to \$70 per barrel	\$ 1,300,000
Cell Tower Rent	\$ 30,000
Silverado Pool Fees	\$ 32,000
Library Technology Grant	\$ 75,000
Increased Park Fees for Programs	\$ 335,000
Increased Revenue from the Senior Center	\$ 21,000
<b>Total</b>	<b>\$ 1,793,000</b>

<b>General Fund - Structural Reductions</b>	
City, Light and Power Contract Reduced	\$ (125,000)
Financial Controls Bureau Cost Allocation Plan	\$ (200,000)
<b>Total</b>	<b>\$ (325,000)</b>

<b>General Fund - One-Time Revenue Sources</b>	
FY 12 - Additional Upland Fund Oil over \$55 per barrel	\$ 10,900,000
AB 678 -Supplemental Medi-Cal Provider Reimbursement	\$ 3,600,000
Street Sweeping Revenue from Refuse Nexus study	\$ 1,837,000
SERRF Growth in Net Facility Revenue	\$ 596,000
<b>Total</b>	<b>\$ 16,933,000</b>

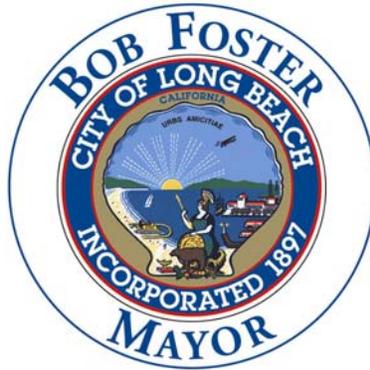
#### Capital Projects Fund - Revenue Sources

City Council Fund for Infrastructure	\$ 1,000,000
Sidewalk Funding	\$ 1,000,000
Gender Equity Accommodations	\$ 1,800,000
Rancho Los Cerritos Infrastructure	\$ 500,000
Citywide Slurry Seal and Residential Street Repair	\$ 2,825,000
<b>Total</b>	<b>\$ 7,125,000</b>

#### Fleet Fund - Revenue Sources

Prisoner Transport Vans - Acquisition	\$ 225,000
<b>Total</b>	<b>\$ 225,000</b>





# **Mayor's Budget Recommendations**

**Fiscal Year 2013**

*Presented August 1, 2012*



August 1, 2012

Members of the City Council:

Pursuant to the Long Beach City Charter, I am transmitting the Mayor's Recommendations on the City Manager's structurally balanced budget for Fiscal Year 2013 (FY13).

We all know the economy suffered a substantial shock in 2008 and the recovery is slow and fragile. Many economists believe we are entering a new era, "the new normal," marked by slow to moderate growth, higher unemployment, and competition on a global scale. Rather than long for the good ol' days of government – or worse, continue policies that reflect the belief that they will return - we need to embrace the new reality and change the way we conduct the public's business.

In doing so, we will be at the vanguard of American cities fostering economic growth and entrepreneurship, building opportunity, and enhancing environmental sustainability; all possible through strongly rooted fiscal policy that provides maximum value to residents. The changes will affect every area of government service.

No one should impugn the work performed by public employees or the contribution they make to our City. These are the people who perform the functions we all rely on from public safety to public works. They are not, however, a special class immune from the economy or modern work rules and sustainable salaries and benefits.

Technical provisions of employment contracts are rarely changed. Often, contract provisions dealing with overtime, skill pays, vacation pay, and other forms of special compensation have been layered on and gone unexamined for decades. This obscures the true costs of benefits and makes it difficult for any City Council to make responsible fiscal choices. It's difficult to even explain why some of these bonuses exist and more difficult to see a public benefit.

The result is a complex set of work rules and bonus pays, the purpose and need for which is long forgotten, that cost the City millions of dollars a year with no attendant increase in service for residents. With the number of skill pays available to City employees, it is not surprising that a large portion of the workforce is receiving multiple skill pays. Eliminating these represents a significant cost savings option as presented by Management Partners to the City Council.

Without question, pension reform is a must in this “new normal.” The need for reforms is abundantly clear and leadership of the represented groups must appreciate the new reality to help their members and the City create a sustainable structure. Bargain hard, but the old “I give this and you give me that” will not work anymore.

I again want to applaud and thank our Police Officers' Association and the Fire Fighters Association for their first steps toward this new compact with the adoption of pension reform. I am, of course, disappointed that the International Association of Machinists (IAM) has still not accepted pension reform. We have tried for nearly two years, during which time they will receive at least 7% in salary increases. Each year of delay costs our residents \$12 million in services and much more in future unfunded costs. If IAM continues to be intractable, I will place a pension measure on the ballot. It is not my preferred path, but reform is a necessary outcome and I am left with no other option.

Understanding that pay and benefits need to be fair, how the work is performed should be determined by a competitive framework that produces maximum value for residents. Importantly, we have an obligation to examine services where the private sector could perform work more effectively, reduce costs or provide a revenue stream, as opposed to an expense, to the City.

A recent “benchmarking” report by Management Partners indicated that Long Beach had the highest staffing per 1,000 people of all the cities studied; we were nearly twice the median. While not definitively proving there is a problem with Long Beach staffing levels, this fact certainly leads to questions about whether we are making efficient use of funds. Other cities are spending less, in part because they make more use of the private sector to save money. This makes even more sense when pension costs and the weight of obsolete work rules are added to the calculation. Look at the reforms underway in Chicago under Mayor Emmanuel; sometimes, the private sector can do better work for less money. We need to take advantage of that reality moving forward.

All of our functions should be reviewed in this light. Many, if not most, other cities perform work such as custodial services, street sweeping and refuse hauling via the private sector. We will not only save money for residents, but we can apply savings to critical local government functions such as public safety and improved streets and sidewalks.

We should also examine if some functions need to be performed by government at all. For example, City employees still do oil changes on City vehicles. Why? Does anyone doubt that this service is readily available in the private sector for less? It is a small issue, but is indicative of a complacency that cannot exist in the “new normal” in which we now operate.

If we competitively contract for certain services where it makes sense, make the contract changes to reduce overtime, and reduce the number and availability of premium pay, we can save an

estimated \$27 million annually. It would make us leaner and ease operational management – and in some cases, provide even better service.

The savings from these changes would nearly eliminate our 3-year deficit and bring us into honest structural fiscal balance -- and this needs to be done before there is any attempt to ask voters to increase taxes.

We must continue consolidation of functions to eliminate waste and reduce administrative overhead. We need to not only look internally for consolidation but externally as well. Internally, we should consider a common purchasing function for all City departments, including all the enterprise funds. Costs could be reduced and this simply is common sense not to fragment the purchases of goods and services. Further, our Public Works Department performs many similar functions to the Water Department and Oil and Gas. All three departments are heavily involved in street cuts and other infrastructure activities; if we gain nothing more than having the same street cut up once instead of three times, it will be worth it.

Externally, we should explore ways in which we can work jointly with other cities around us to provide better and more efficient service. There is a natural tendency to “guard your turf” but that “turf” is paid for by our residents; regardless if it’s through a tax or a utility rate, we need to serve our community, not some bureaucratic fiefdom.

This new direction for our City will not be easy. We will be told that we need to do our business the “Long Beach” way and work as a family. We will be told that the enterprise funds are businesses and should be treated differently.

Let me try and put it another way: You would not pay more for something in your family’s budget if you could get the same service for a better price or worse, buy it at all if you didn’t need it. Neither would you refuse to save money simply because the source of the payment was a different checking account. Regardless of the source of public money, whether it is taxes, a grant or fees for service, spending public money requires a higher standard of care than you exercise with your own.

The truth is, we need to do our business the right way for all the residents who are paying the bill.

I continue to believe that public service is a noble calling. I want our residents to have full faith that their money is being spent wisely. I want our people to have trust, confidence and respect for our employees. It is not healthy for Long Beach if our City employees are seen as the source of our public finance crisis.

If we don’t take this new road, we will financially deteriorate. We will continue to deteriorate until we can no longer perform needed services and are compelled by market forces to change. That will be a painful and dangerous road and put us years behind in making changes that will be

required no matter how far we put our heads in the sand. Look around the state of California; the dangers of that way of thinking are clear.

I welcome the discussions that will follow over the next several weeks. And the exploration of these issues will not end with the adoption of the FY 13 budget.

We can do this. If we act now we can demonstrate what I know to be true; that Long Beach is a great place full of innovation, talent and energetic people who want to protect the future for our children and grandchildren. The future is very bright if we take the right road today. Let's do what needs to be done to bring our City back into balance and serve the people who pay our salaries. I hope you will help me make this a reality.

**Recommendations:**

- Direct the City Manager to immediately undertake the appropriate studies to move Custodial Services, Street Sweeping, certain Technology Services and Refuse Hauling to a competitive bid for service delivery.
- The City Manager should, within a reasonable time, report to the City Council on other areas where the private sector can perform work now performed by City staff.
- The City Manager should at his earliest opportunity implement discretionary changes to overtime, premium pay, standby pay, and other "bonus compensation" that can be made consistent with federal law and without contractual alteration.
- The City Manager should create a list of antiquated or unnecessary employee contract provisions and report his findings to the Mayor and City Council. The list should be the priority for future contract negotiations.
- The City Manager should undertake an analysis of the costs and benefits of the consolidation of departments; specifically, Public Works and Oil and Gas, and the Water Department. The analysis should include any legal issues of such a consolidation.
- While we have followed the concept of "proportional share" for the past several years, it is now time to examine whether there are some functions that should be eliminated and not simply reduced. There may now be some functions that have so few resources that they are not worth doing at diminished levels.
- Embark on a comprehensive Police and Fire Department services review.

No one in a policy position should get caught in a panic or rush to judgment regarding crime increases. We all should remember that crime hit 40 year lows, so recent increases in some segments are applied to a very low base. The Police Department should also not be immune from efficiency or management rigor.

The recent Management Partners report shows Long Beach has not only more sworn officers but more overall employees per 1,000 residents than comparable cities.

So, presented with that information, we have a responsibility to ask: are we using our resources in the best manner and in the most efficient ways possible? With that in mind, if an examination determines more resources should be applied to our police, then we must consider what we eliminate to re-allocate those resources.

The Fire Department has proposed a new way to deliver core services more efficiently at lower costs -- and achieve faster medical response times. I wish I could tell you it is a radically new idea; it is not. This service model is in place in Ventura, San Diego, San Bernardino and Santa Barbara counties – and has been for years. And since 84% of all the calls for service in Long Beach are for medical response, this one change is emblematic of delivering improved service levels at a lower cost.

- The City Manager should report to the City Council on if and how the City can take advantage of the recommendations in the Management Partners report related to changes in the City Charter or municipal law.
- Allocation of one-time resources

I am supportive of the majority of the one-time uses proposed by the Manager, including:

- \$2.9m. for a 40-person police academy;
- \$3.6m. to finally construct gender-equitable fire stations;
- \$2m. for creation of a “risk reserve” to guard against oil price fluctuation.

Additionally, I am recommending that the City Council allocate \$1m. to restore the 33% cut in the sidewalk repair budget.

Finally, I want to take this opportunity to remind the City Council of significant potential costs resulting from a pending decision on furlough litigation related to previous budget years. That decision may present a need to remand substantial payment and I want to note that as of today, the City has not identified a funding source for those costs. One-time funding sources or additional mid-year cuts are the likely only options.

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July 1, 2012

HONORABLE MAYOR AND CITY COUNCIL  
City of Long Beach  
California

SUBJECT: Fiscal Year 2013 Proposed Budget

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The proposed budget for Fiscal Year 2013 (FY 13) reflects a new fiscal reality that governmental agencies are having to adapt to in order to continue providing the basic key services, such as police, fire, street repair, parks and library services to the community. The budget challenges we face are not new and, unfortunately, they will not end this year or even the next year. The national economy and the resulting changes to the state and local economy have made what appear to be permanent changes in our ability to provide services and, as a result, the financial challenges are likely to remain beyond even FY 15. The challenge now is to make the structural changes necessary to keep the City financially sound.

As with budgets over the last several years, this year's proposed budget continues the difficult decisions with over \$17.2 million in General Fund budget reductions in order to achieve structural balance. Given the reductions that have already been made in prior years, there are fewer choices and options available now and, thus, sustainable solutions require that some public services be impacted. We must develop and implement long-term changes to minimize the cost of services and slow the growth rate of those costs, and we must constantly review what is necessary to not only maintain the revenue we have, but to generate additional revenue.

The General Fund, which funds most of the City's key services, has most of the serious funding issues and, thus, the majority of this transmittal emphasizes the General Fund status. However, the proposed budget does recommend changes in other City funds to create savings to offset higher costs, including increased labor costs, and to adjust to the needs of those funds and associated operations.

I am confident that if we stay the course and continue to make the necessary hard decisions, and modify some of the ways in which we deliver services to the community, we will emerge from the aftermath of the nation's longest recession as a stronger community.

### **Efficiency and Cost Cutting - Important, But Not Enough**

As you know, the City has implemented significant cost reductions over the years to balance its General Fund budgets with \$209 million in reductions and 857 positions eliminated since FY 04. The Mayor, City Council and City Management have worked to

ensure reductions have had a minimal impact on public services wherever possible. The primary focus has been on efficiency, reduction in administrative costs, reducing employee costs through negotiation, and new methods of delivering services. We have consolidated numerous operations and even eliminated two departments, creating cost savings, reducing administrative and management costs, and improving efficiencies.

While these historical cost cutting, consolidation and efficiency efforts have helped curb our financial challenges, our revenues have continued to weaken and do not support current service levels. There are significant additional efficiencies and consolidations incorporated into this budget, but absent a new source of structural revenue, they are not enough to balance the budget without significant budget reductions that result in some public service impacts and reductions.

### **Budget Reductions Driven By The Economy – Services Impacted, But Impact Has Been Minimized**

This recession has hit California harder than much of the rest of the country, and our recovery has lagged nearly all of the prior recessions. Revenue growth has been lackluster at best and is expected to continue that way for the foreseeable future. Federal stimulus aid has expired and the State continues to commandeer local revenues and offload responsibilities onto local governments. In addition, costs continue to increase at a rate that outpaces revenue growth. These are the factors driving the General Fund \$17.2 million deficit in FY 13 and the additional \$17.3 million shortfall that is expected to occur over the following two years. Even after concessions by some of the City's employee associations last year, the shortfall has increased from the projection done in FY 12 primarily because of expanding weakness in the City's revenue sources. Major revenues that are not growing quickly enough and are likely to continue to lag include property tax, sales tax, and the utility users tax. Expenses for employee salaries and benefits including pension costs, health costs and workers' compensation are the key drivers for cost increases.

To develop this year's proposed budget, departments were asked to identify potential budget reductions that maintained each department's proportionate share of the budget. As a starting point for budget development, this maintained each department's relative budget priority as approved by the City Council in the current budget. Proportionate share ensures that police and fire services continue to receive most of the General Fund resources (68 percent), while ensuring some funding is available for other core City operations. Departments met that challenge and submitted reductions that minimized the impact on services to the extent possible. However, an impact on public services was unavoidable due to both the size of the budget reductions and the cumulative impacts from prior years of budget reductions.

In general, the proposed budget maintains last year's proportionate shares, but some adjustments have been made to take into account the significant impact the necessary reductions have on services. While Public Safety remains the City's highest priority, the proposed budget includes a proportionate share of Police and Fire reductions. Absent

this approach, the reductions to all other critical public services would triple, leaving very few quality of life services for our residents and decimating the City's internal ability to effectively operate its business functions that support the delivery of all services throughout the City. All of the non-City Manager departments voluntarily participated in the proportionate share reductions and their budgets are included in the proposed budget exactly as they submitted them.

## **Pension Reform**

In 2012, the City achieved historic pension reform with several of our labor groups, most notably our Police and Fire Associations. These two groups, along with the City Attorneys Association, City Prosecutors Association, are to be commended for negotiating significant pension reform, implementing more sustainable pension formulas for new employees and contributing negotiated wage increases towards the cost of their pensions. These bold changes created substantial short-term cost savings, and will ultimately generate cost savings in the future from the new pension tier. Without Police and Fire pension reform, the public safety reductions presented to you in this proposed budget would have been vastly more severe. Thus, the sacrifice made by both Police and Fire employees to contribute their increases towards their pension contribution has resulted in the preservation of public safety services, as well as avoided layoffs in the FY 13 budget.

Discussions are ongoing with the City's largest employee association, the International Association of Machinists (IAM), and we are hopeful that the City and the IAM can come to an agreement before the beginning of FY 13. The proposed budget includes significant service reductions and layoffs in the General Fund (and other service reductions in other funds. The value of the IAM's employee share of their pension cost is \$3.9 million in the General Fund and \$12.2 million in all funds, which could reduce the City's deficit and assist in reducing service impacts to the community. Again, the City is hopeful for resolution in the near future, but the proposed budget does not rely on pension reform from the IAM to achieve structural balance.

## **One-Time Resources and Other Initiatives**

The City Council has consistently maintained that one-time resources should only be used for one-time purposes, and Management fully supports that concept as a key and important financial policy to maintain a structurally balanced budget. This budget includes a number of important uses of one-time money for one-time purposes. I am pleased to announce that one-time funds are included in this budget for the transitional costs of a police academy. Through a combination of one-time transition costs in FY 13 and structural changes in non-sworn police operations in FY 14 and FY 15, the Police Department budget can support those recruits going through the FY 13 academy, while maintaining the tenants of proportional share. This academy will replenish officers lost through attrition.

One-time resources are also included in the proposed budget for improvements to fire station gender accommodations, to install self-service check-out technology in all branch libraries, to install new billing and collection systems, to make a down payment on a new financial and human resources system, and to make other needed technological improvements. The one-time resources provided for fire services allow the Fire Department sufficient time to develop changes in the provision of paramedic services in order to reduce the cost of those services and potentially improve response times.

This budget also includes other notable initiatives. One initiative creates a price fluctuation reserve to allow an increase in base oil revenues available to support General Fund services. The oil price fluctuation reserve will help protect the City against the historical variation in oil prices and City oil revenue. This protection, albeit limited, makes it appropriate to recommend an increase in the City Council set policy for the price of oil used in the operating budget from \$55 to \$65 per barrel, which is included in the proposed budget. Another initiative is the proposed creation of a Financial Control Bureau to strengthen internal controls. The budget cuts over the last 10 years have made it difficult to put an appropriate emphasis on financial controls. This small work unit will provide the genesis of a new emphasis on internal controls, including cash controls, throughout the organization. These initiatives are generally focused on improving efficiency, avoiding revenue loss, improving financial controls and management, and making the most effective use of technology improvements.

### **Rethinking City Services and How They Are Provided**

Government reform has been a hallmark of City efficiency efforts over the last few years. Government reform has helped the City retain services in the face of budget reductions, and improved service delivery to the community. In FY 12, we continued government reform with the consolidation of inspection programs, the merger of dispatch and emergency services that is now underway, and the nearly completed consolidation of parking operations. We have seen some progress in developing new revenues and we continue to work on maximizing existing revenues. All of these efforts, or “prongs,” to a structurally balanced budget remain important for the future.

To achieve fiscal sustainability and maintain core services in the future, we will need to take government reform to another level. Consolidations and reduction of administrative support have limitations. While these are important cost saving approaches, an over-emphasis on consolidation or elimination of support positions can adversely impact services, create oversight and control issues, and potentially lead to lost revenue. Alternatively, we must rethink what we do and how we do it. There is no reason to believe that we will have the resources in the future to continue providing services in the same ways we have done in the past. Even as we search for and find ways to maximize our existing revenue sources, we will need to find alternative ways of delivering services, such as competitive bidding, and continue to consolidate operations.

What you see with this proposed budget are the types of service changes that are needed as we move toward a future with more limited revenues. A transformation is beginning to occur. We are refocusing programs where the greatest need is, asking facility patrons and program participants to assume more responsibility, and evaluating whether the private sector can provide certain services more cost effectively. As City Council budget deliberations begin, we will present the results of an independent review of where the greatest reform opportunities lie for the City. Significant changes in our service delivery must continue to keep Long Beach financially strong and to provide the diverse services that help make Long Beach a great city.

Although the City has significant budget challenges, we do not have a financial crisis of the magnitude of other cities across the state and nation. In part, this is due to its unique resources and its diverse economy that includes a large port, an airport, a convention center, an active tourism industry and, an excellent beachfront. But, our success and ability to provide services is mostly due to the sound financial policies and practices the Mayor and City Council have put in place, the decisions they have made with regard to maintaining a balanced budget, and their decisions to support a strong City economy.

### **Steps For The Future**

The budget challenges we face are not new. We are in difficult, but manageable, times. As a community, we must recognize that changes in the national economy and the City's revenue situation are unlikely to support the service costs that we have had in the past. We must adapt and make changes to our City government that emphasize a balance of core services – those services that are most important to us. We must provide these services in a quality manner at minimum costs. At the same time, we must increase revenues wherever possible and fine-tune our City's economy to maximize the generation of revenue that can be used to provide services to our community.

City leaders, employees and residents working together have successfully overcome fiscal challenges in the past. Not only were we able to balance our budgets and maintain good credit ratings, we have achieved a great deal. Major accomplishments include cleaner waterways and beaches, improved downtown and business corridors, stronger neighborhoods, new parks and open space, pension reform, successfully managing the dissolution of redevelopment, and nationally-recognized multi-modal transportation.

A key foundation of the City's financial health is the adherence to sound financial policies, most notably the requirement for a structurally balanced budget, where recurring revenue must meet or exceed recurring expenditures. Where the City has remained true to that principle, the City's fiscal challenges, such as those posed by this recession, have been manageable. This budget follows that policy.

I am confident that, with the right mix of understanding, cooperation, and hard work, this budget can lay the groundwork for an even stronger, better, and more fiscally-sustainable community.

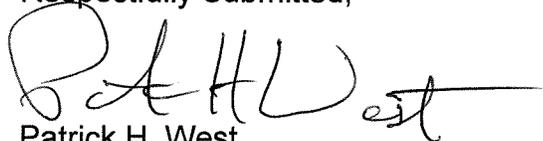
**Executive Summary Provides Key Summary Information**

The Executive Summary, immediately following this transmittal letter, provides summaries of the budget including the budget reductions necessitated by the economic situation the City faces. The balance of the proposed budget document provides details and additional explanations for the General Fund as well as all other funds of the City.

I want to thank my staff and the departments for all of the difficult work required to develop and submit this budget and to the City Attorney and City Prosecutor, the City Auditor, the City Clerk and the Civil Service Executive Director, the Port Executive Director, and the Water Department Executive Director for their excellent cooperation.

We look forward to working with you as you consider this proposed budget and as we move forward to address the challenges posed by the economy.

Respectfully Submitted,

A handwritten signature in black ink, appearing to read 'P. H. West', with a long horizontal flourish extending to the right.

Patrick H. West  
City Manager

# Executive Summary

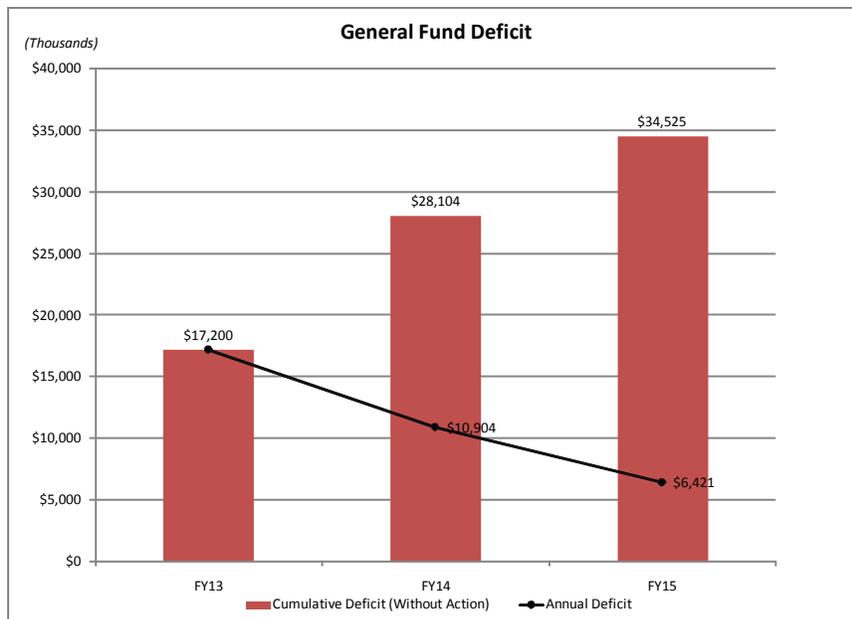
## EXECUTIVE SUMMARY

The FY 13 (October 1, 2012 through September 30, 2013) All Funds Budget for the City of Long Beach totals \$3 billion, including \$793 million for the capital improvement plan. The table below shows the total proposed budget for the City's General Fund, enterprise funds (Gas, Refuse, Water, Airport, etc.) and all other (Harbor, Successor Agency (Redevelopment), Debt Service, Internal Service, etc.) funds. Of the total budget, Harbor constitutes 55 percent, or approximately \$1.7 billion, of all proposed spending.

<b>Total Budget (in millions)</b>			
	<b><u>FY12 Adopted</u></b>	<b><u>FY13 Proposed</u></b>	<b><u>% Change</u></b>
General Fund	\$ 392.0	\$ 395.4	1%
Enterprise Funds	408.2	434.3	6%
All Others	<u>1,979.5</u>	<u>2,152.0</u>	9%
<b>TOTAL</b>	<b>2,779.7</b>	<b>2,981.7</b>	<b>7%</b>

### General Fund

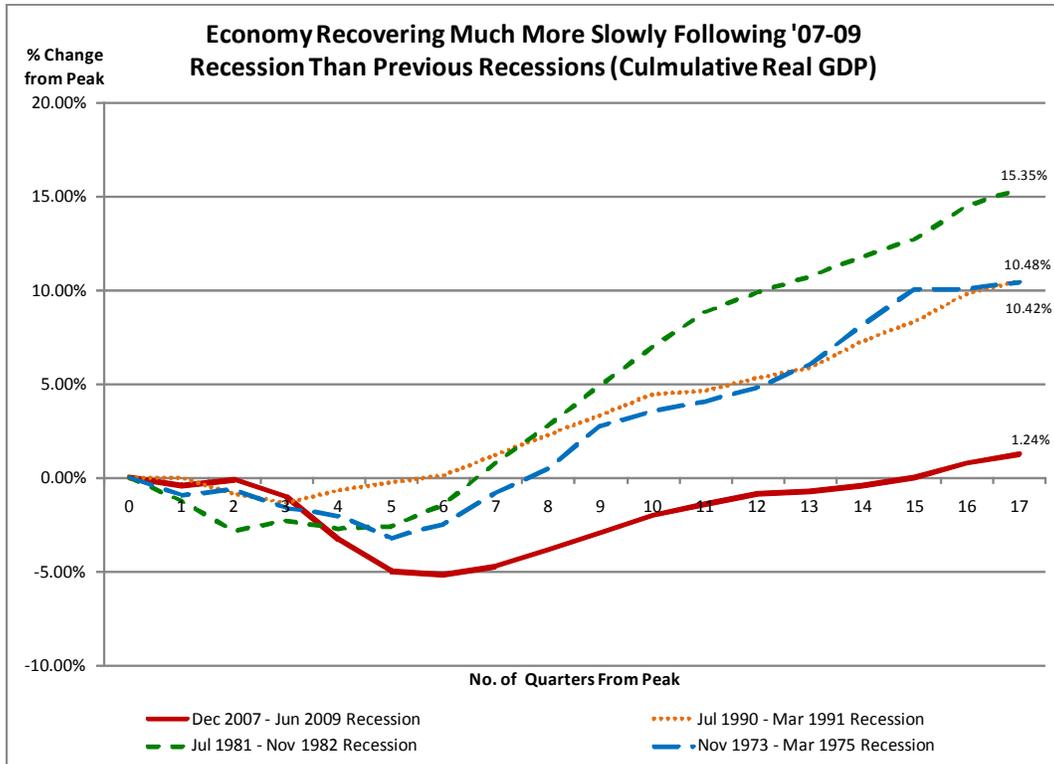
Although the General Fund is not the largest fund at about 13 percent of the total budget, this fund provides much of the resources for critical City services, including police, fire, parks and recreation, streets and sidewalks, and library services. Most other funds and resources are dedicated by law for other purposes and cannot be used to generally support these functions. The General Fund has been under duress for many years, but has faced particularly difficult challenges with the onslaught of this last recession. Over the last nine years, the City has reduced its General Fund budget by nearly \$209 million and 857 positions. The 857 positions eliminated equates to 25 percent of the peak workforce. The FY 13 deficit (before budget actions proposed in this budget) is \$17.2 million and that amount is expected to double to \$34.5 million by FY 15 as shown in the table below.



# Executive Summary

The overall budget situation would have been significantly worse except that the police and firefighter associations reached an agreement with the City on major pension reform at the beginning of FY 12. The City is currently in discussions with the City's largest union that represents most non-public safety employees to try to reach a similar agreement.

The single largest deficit driver of the deficit in FY 13 is the continuing weakness in overall revenues. There is a decline in some revenues and marginal growth in others. Some declines are due to slow recovery from the recession while others are the result of transfer reductions from other City funds. As illustrated in the graph below, the U.S. economy has not rebounded as quickly as it did in the three preceding major recessions.



Although the City is experiencing some growth in its major general purpose revenues, such as sales tax (6 percent), overall General Fund revenues are below a “normal” rate of growth. Even in the future when the economy has recovered, it is expected that the “new normal” level of growth will be lower than the average growth rates of the past. In addition, longer term challenges for certain revenues, such as UUT and sales tax, may persist if market changes continue to unfold such as low natural gas prices and internet sales diverting tax revenues away from in-store sales.

Over the three-year period ending in FY 15, the largest deficit drivers are on the spending side (\$27.7 million). These include a combination of negotiated wage increases, pension cost increases related to a lower 2007 rate of return on pension fund investments by the State CalPERS pension agency, other associated employee benefit increases in areas such as health care and workers’ compensation, and increases to other, mostly uncontrollable costs. Budget deficits that would need to be solved could continue beyond FY 15, should wages and benefits costs increase. The table below shows the size and origins of the projected components of the current and near future deficits.

## Executive Summary

<b>General Fund Deficit Drivers</b>				
<b>(in \$ millions)<sup>1</sup></b>				
<b>New Costs</b>	<b>FY13</b>	<b>FY14</b>	<b>FY15</b>	<b>3-Year Total</b>
Salary Increases	2.0	1.6	1.3	4.9
Pension Cost Increases	(1.1)	5.3	5.4	9.5
Health Benefit Cost Increases	1.0	1.1	1.1	3.2
Workers Comp Cost Change	0.7	1.0	1.0	2.6
Retiree Health Benefit Cost Increase	0.5	0.3	0.3	1.1
<b>Subtotal (Wages and Benefits)</b>	<b>3.1</b>	<b>9.2</b>	<b>9.0</b>	<b>21.3</b>
Other General Increases	2.9	1.0	2.6	6.5
<b>Total Expense Impact</b>	<b>6.0</b>	<b>10.1</b>	<b>11.6</b>	<b>27.7</b>
<b>Total Revenue Impact</b>	<b>11.2</b>	<b>0.8</b>	<b>(5.2)</b>	<b>6.8</b>
<b>Projected Annual Deficit<sup>2</sup></b>	<b>17.2</b>	<b>10.9</b>	<b>6.4</b>	<b>34.5</b>

<sup>1</sup>Negative numbers represent expenditure decreases or revenue increases, both of which serve to reduce the deficit. Row and column totals do not add up as a result of rounding.

<sup>2</sup>Total Expense plus revenue impact

### **Solutions for FY 13 Deficit**

A number of approaches were used to solve the FY 13 General Fund deficit. As previously mentioned, the pension reform agreement reached with the police and fire associations helped maintain public safety services at the highest possible level given the available funds. In addition, some other employees groups continue to go through yet another year without any pay increases. Also, there are a number of government reform and efficiency or revenue enhancing initiatives being implemented or studied. A significant increase in oil revenues has helped balance the budget as described below. However, as valuable as these steps are, the budget still had to be balanced through budget reductions to the various departments and to services. Service impacts were kept to a minimum, but there were, out of necessity, some significant service impacts. The budgeted reductions are based on maintaining the relative priorities for services that City Council set the previous year in the FY 12 approved budget. This means that public safety services maintain their very high priority at about 68 percent of the total budget. Other services, while important, get a lesser share of the budget, but the share is generally maintained in FY 13. Proportionate share helps to assure that the City provides a mix of core services needed to provide the overall quality of life style residents and businesses expect. Cities that have failed to maintain a balanced share of services to the community it serves tend to be those cities that have serious financial difficulty. This FY 13 proposed budget makes some small adjustments to proportionate share to take into account the significant impact the necessary reductions have on services. The table below shows the proportionate share by department in FY 12 and FY 13.

## Executive Summary

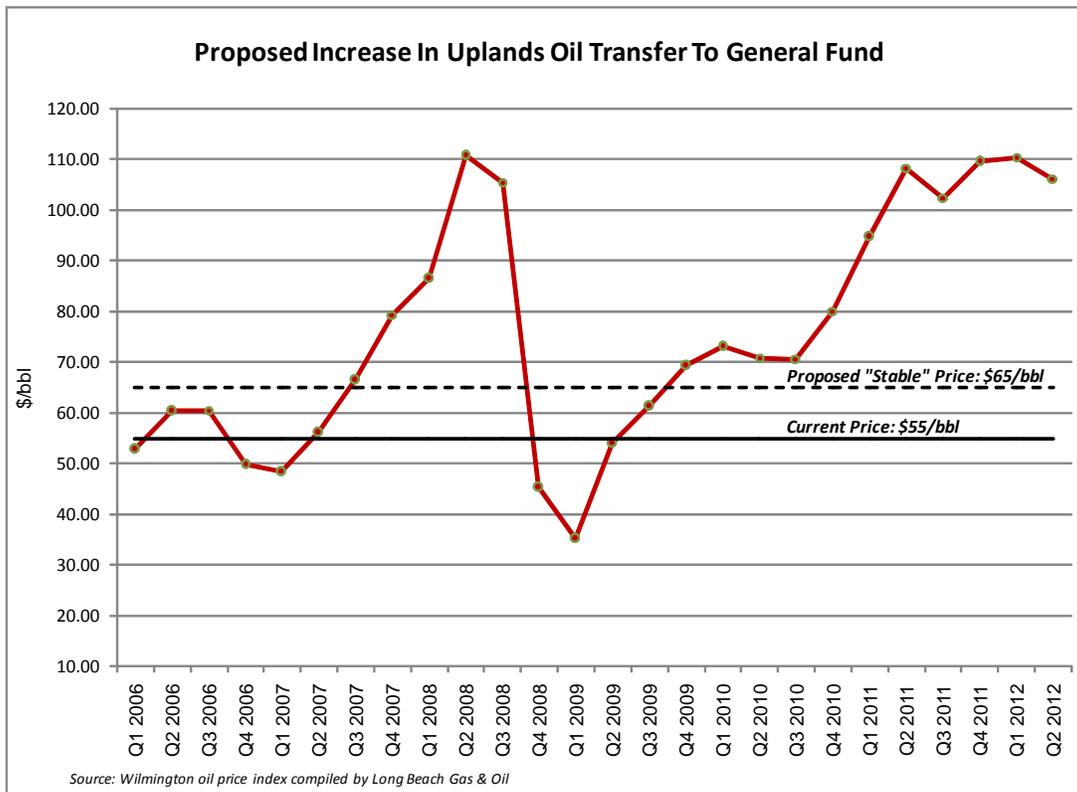
<b>FY 13 General Fund Deficit Reductions by Department</b>				
Departments	FY 13 Proposed Reductions	Positions Impacted	FY 12 Prop of GP	FY 13 Prop of GP
Police	\$ 8,729,453	(70.0)	48.6%	48.7%
Fire	1,066,167	4.0	19.0%	19.1%
Public Works	1,607,254	(18.5)	7.3%	7.4%
Parks, Recreation & Marine	2,773,527	(50.3)	7.5%	7.2%
Library Services	1,256,311	(17.2)	3.2%	3.1%
Elected & Appointed	1,001,672	(2.2)	4.7%	4.9%
All Others <sup>(1)</sup>	772,192	(5.1)	9.7%	9.6%
<b>TOTAL</b>	<b>\$ 17,206,576</b>	<b>(159.3)</b>	<b>100%</b>	<b>100%</b>

(1) Includes City Manager, Citywide Activities, Development Services, Financial Management, Health & Human Services, and Human Resources.

Included in the departmental budgets are a number of government reforms that were either implemented in 2012 or are to be implemented in 2013. These include the consolidation of police and fire dispatch, the consolidation of parking operations, implementation of new billing and collection systems (including parking citation revenue), and a massive reduction and restructuring of redevelopment activities as a result of State law changes.

Another and final component of balancing the budget was the addition of new oil revenue available for operations. Oil revenue can and does fluctuate greatly. The City has previously had negative experiences when it relied too heavily on oil revenue to support ongoing costs, only to experience a drop in the price of oil and the revenue needed to pay for operations. Since then, the City has been more careful to budget oil revenue at levels that took into account the potential for the price of oil to drop sharply. For the last several years, the actual price of oil has been much higher than our assumed and budgeted price of \$55 per barrel. However, that \$55 budgeted price is higher than the average price of oil as recently as 2009. The FY 13 raises the budgeted price of oil to \$65 per barrel. This, along with other oil related factors, has the impact of increasing the amount of budget oil revenue available for operations by \$3.4 million. The FY 13 budget adds a \$2 million "price fluctuation reserve" that will provide a temporary safety net, should the price of oil decline or should other factors impact the revenue generated (a significant part of the City's oil revenue is not based directly on the price of oil). The price of oil has been declining recently. It is still well above the \$65 proposed limit, but that price decline illustrates the need for caution in using oil revenue and the need for reserves. The historical price of oil and the current and proposed budgeted prices for oil revenue used for operations are shown in the chart below.

# Executive Summary



## **One-Time Expenditures and Enhancements**

One-time funds are monies that are not recurring on a year-to-year basis and cannot be relied on to fund ongoing operational costs. These monies are appropriate to fund one-time needs, of which there are many. Proposed one-time spending in the General Fund is just under \$19 million. This money is mostly used for public safety purposes and technology improvements. Approximately \$8.4 million is used for one-time fundings of a police academy, fire station Title VII gender equity improvements, transition of a fire operations realignment, video surveillance cameras, and prisoner transport vans. Another \$7.5 million is allocated for the first installment of funding a new integrated financial and human resources system, and self-check-out technology at all branch libraries. Establishment of an oil price fluctuation reserve sets aside \$2 million of one-time oil revenues. Finally, \$500,000 in one-time funds is allocated for the citizen initiated ballot measure (living wage) on the November 2012 ballot. The two largest sources of funding for one-time spending are the estimated FY 12 Uplands Oil Transfer (\$12.9 million) and Ambulance fee backbilling authorized under AB 678 (\$3.6 million).

Due to the budget difficulties, there are very few enhancements in the General Fund. The most significant enhancement is \$512,000 for creation of a Financial Controls Bureau. This Bureau is designed to strengthen internal financial controls and cash management Citywide, a particularly important task given the years of cost-cutting the City has done and the need to ensure that future financial management and cash control issues are minimized.

# Executive Summary

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## ***Status of Other Funds***

In addition to the General Fund, the City maintains 38 other funds. Many are narrowly focused and related to specific business activities. In most cases, reductions were taken in these funds to offset increasing costs. The ones highlighted below are ones that either have an organization-wide impact, or, as in the case of the Successor Agency Fund, are new for FY 13.

## ***Towing Fund***

The Towing and Lien Sales operation continues to provide vital support for public safety through the clearing of our street and roads of traffic accidents, parking scofflaws and other vehicles that need to be removed from the street. The Fund, through the revenue generated from fees and the disposition of towed vehicles, supports its operation and makes a substantial transfer to the General Fund in support of general City services. As a result of the economic recession and its resultant changes in City priorities and driver behavior, tow volume has significantly declined. The Towing Operations is engaged in ongoing efforts to manage cost increases as tow volumes have declined. The Towing Fund is budgeted to transfer \$1.7 million in revenue to the General Fund, in addition to over \$2.2 million in indirect support through various activities, including the Citywide cost allocation plan and MOU participation.

## ***Insurance and Employee Benefits Funds***

The Insurance Fund was created to finance and account for the City's General Liability and Workers' Compensation activities. The Fund is primarily supported through charges to City departments and Funds, with approximately 60 percent of its revenue derived from charges to the General Fund. Although the number of Workers' Compensation claims has been reduced by 46 percent since 2003, the cost of claims have risen and are estimated to increase in future years. This is felt to be due, in large part, to the erosion in earlier legislated reforms. The City's Insurance Fund has a very large unfunded liability of \$85 million (end of FY 11) mostly associated with past workers' compensation cases that will need to be paid in the future. The sheer size of this number illustrates the problem the City faces with the cost of workers' compensation.

Similarly, the Employee Benefits Fund accounts for the cost of pensions, health insurance and retiree health insurance and has substantial long-term financial issues. The unfunded liability in this Fund is \$125 million (end of FY 11). This is primarily due to the fact that the cost of retiree health insurance for current employees far exceeds the amount we are setting aside to pay for it. The actual payouts for these costs are in the future – when employees retire. These future payouts will result in higher and higher adverse budgetary impacts as that future comes to pass. City pension liabilities for the future far exceed the large liabilities for retiree health insurance or worker's compensation, but they are not formally reflected on the books of the City (in accordance with current generally accepted accounting principles). Taken as a whole, these components of employee compensation represent some of our biggest challenges in controlling future costs for the City. With an eye toward getting a better handle on future costs, a Citywide increase of \$1.8 million has been included in the FY 13 budget for workers' compensation and general liability with similar projected increases in the foreseeable future.

# Executive Summary

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## ***Gas Fund***

The Gas Fund is used to provide customers with reliable and cost-competitive natural gas and to provide for infrastructure integrity, pipeline safety and system preservation. Ninety percent of the Gas Fund's revenue is gas-metered sales. These sales are affected by gas commodity prices, weather conditions, as well as changes in the level of business activity. Since the adoption of the FY 12 budget, the gas commodity price has fallen by a third, largely as a result of nationwide over-supply in the market. Concurrent with the decline in the gas commodity price, the City has undergone a federal Office of Pipeline Safety audit focused on the implementation of the Distribution Integrity Management Plan (DIMP). The City's DIMP indicates pipeline replacement is a high priority, focusing primarily on replacing and upgrading pipes installed between 1920 and 1950.

## ***Fleet Services Fund***

The Fleet Services Fund in the Department of Public Works' Fleet Bureau is used to account for the City's purchase, maintenance, fueling and replacement of vehicles and equipment, except those owned by the Water and Harbor Departments. The major sources of revenue for this Fund are charges to user departments including lease payments, capital replacement, preventative maintenance, ad hoc repair and fueling charges. The Fleet Services Fund continues its efforts to realign operations to increase efficiencies to offset the rising cost of labor, fuel and parts. The FY 13 budget reflects proposed reductions in staffing levels, competitive towing and lien sale services and an equitable allocation of overhead for its user programs. Additionally, in an effort to decrease the cost to user programs, the Fleet Bureau continues to refine its acquisition process to target only critical replacements and prolong vehicle utilization.

## ***Successor Agency (Redevelopment) Fund***

In FY 12, the Successor Agency Fund was created in response to California statute AB1X26, which mandated the dissolution of the City's Redevelopment Agency (RDA). Effective February 1, 2012, the City Council adopted a resolution designating the City of Long Beach as the Successor Agency to the RDA and transferred all former RDA functions and assets to the City. The purpose of the Successor Agency is to dispose of the assets and discharge the obligations of the former Redevelopment Agency. Pursuant to ABX126, the revenue source for the Successor Agency funds consists of bi-annual distributions from the Redevelopment Property Tax Trust Fund (RPTTF). These revenues are then used to make payments against the Successor Agency's Recognized Obligation Payment Schedules (ROPS). The ROPS are the obligations and commitments created by the City's former Redevelopment Agency. Additionally, the Successor Agency Fund receives a bi-annual administrative allocation equal to 3 percent of its RPTTF distributions. In FY 13, based on current approvals from the California Department of Finance, approximately \$40.5 million is expected to be remitted to the Successor Agency Fund. Over time, as the obligations of the former Redevelopment Agency are completed and activity slows, funds remitted to the Successor Agency Fund will decrease. During FY 13, the City also expects to receive increased property tax revenue to the General Fund. The new revenue is expected to be offset by unfunded Successor Agency costs and by reserves needed with regard to the remaining legislative uncertainties associated with AB1X26. These offsetting amounts are not reflected in the FY 13 budget document but will be added in a future quarterly adjustment as more becomes known.

# Executive Summary

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## ***Tidelands Operating Fund***

Tidelands operations (supports many beach related functions) remain heavily dependent on base oil revenue and transfers from the Harbor Revenue Fund to support marine safety, waterfront maintenance, the Convention Center, and Aquarium debt payments. The refinancing of the 2001 Aquarium of the Pacific Refunding Bonds in FY 12 will reduce future average debt service payments by an average of about \$1.1 million per year. This savings provides an opportunity for the City to include in the Tidelands operating budget, a \$1.5 million challenge grant to encourage private investment in the Aquarium of the Pacific facility. This payment is anticipated to last ten years and helps ensure the Aquarium remains a successful and competitive facility attracting visitors from across the Nation. The Tidelands Operating Fund budget also includes \$14 million in capital expenditures from "Measure D" oil money, also calculated at the new \$65 per barrel base. These projects are detailed in the separate capital projects budget and summarized in this operating budget.

## ***Summary of Changes***

The lists that follow constitute summaries of reductions, enhancements and one-time spending in General Fund departments and other funds. Presented in these lists are the fiscal impact, as well as position impact, for related activities within Departments or Funds. These same summaries are also presented in the individual department narratives.

## Attachment A

GENERAL FUND	Impact on Deficit	Positions
<b>City Attorney (Law)</b>		
Reduce budgeted salary for a Principal Deputy City Attorney position and downgrade and Legal Assistant position to a Legal Office Specialist. Additionally, a portion of a Legal Record Specialist position will be reallocated to the Insurance Fund to accurately reflect the workload.	\$(66,791)	(.36)
<b>City Auditor</b>		
Reduce staff hours available to conduct performance audits and fraud investigations and restrict ability to respond to citizen, City Manager, and City Council requests. Staff resources must be devoted to mandated audits. Cuts will result in fewer contract revenue reviews, postponement of cash collection audits, and deferred follow-up on fraud hotline calls.	\$(123,172)	--
<b>City Clerk</b>		
Eliminate one City Clerk Analyst position and reduce non-personal expenditures. Cuts will create constraints in the advance planning stages needed in Election years. Election duties will be performed by part-time employees in order to support GIS functions and County Registrar Office Consolidated Voter System. The Records Center will be adversely affected with requests, transfers, and destruction of records being delayed.	\$(156,802)	(1.0)
<b>City Manager</b>		
Reduce funding for public information/media, government relations, and office support functions, including printing, contractual services, and temporary staffing support. Cuts will result in fewer resources available for special communication projects, marketing, promotional activities, and professional consultations. A minor reallocation of staffing to the Special Advertising and Promotion Fund will also occur to accurately reflect workload.	\$(82,726)	(.10)
<b>City Prosecutor</b>		
Reduce budgeted expenditures for personnel, supplies, and administrative costs.	\$(240,069)	TBD
<b>Civil Service</b>		
Downgrade two clerical positions and eliminate the remainder of an Administrative Officer position.	\$(43,567)	(.19)
Reduce funding for online and in-person recruitment and testing, and for the printing and distribution of materials. Cuts will result in reduced outreach and testing.	\$(81,375)	--
<b>Development Services</b>		
Eliminate the Historic Preservation Officer position, which has been unfilled for approximately two years. The responsibilities of this position have been transferred to other Planning staff. The elimination of the position will serve to decrease the funding available for other uses within the Department.	\$(103,965)	(1.00)
Restructure building inspection operations to optimize resources and, ultimately, reduce permit fees. One position will be eliminated, two will be downgraded, and one will be reallocated to the Development Services Fund.	\$(162,119)	(2.00)

<b>Financial Management</b>		
Streamline Purchasing and Accounts Payable processes, realign Budget Office expenditures, and reclassify staff. Accounts Payable will be decentralized to speed up processing. Departments will be authorized to make purchases up to \$25,000 (from \$10,000) and extend terms of contracts to two years with two one-year extensions reducing administrative workload. With a recommended City Code change, the City Manager purchasing approval will increase from \$100,000 to \$250,000 to reduce administrative overhead. One time resources will be utilized to allow for the transition in the Accounts Payable decentralization process.	\$(248,197)	(2.50)
Increase miscellaneous revenue. A portion of this new revenue will come from the addition of a Business License Inspector position, which will generate License Tax Revenues well in excess of its cost.	\$(262,534)	1.0
<b>Fire</b>		
Through the use of one time funding in FY12, which consisted of rearranging operations, providing one-time funds from Uplands Oil, and using FY 12 savings from the FFA amended contract, the Fire Department retained 4-person crews. The Fire Department desires to maintain 4-person crews which costs \$3.6 million to operate, in FY 13 and in order to do so, on-going structural reductions must be made to off-set the use of one time funding. Those reductions consist of taking an additional engine out of service and maintaining the current Light Force at Station 17 and utilizing savings from the alternative paramedic service model described below.	--	--
Implement an alternative paramedic service model. Similar to the paramedic model used in most counties in California, including San Diego, Riverside and San Bernardino Counties, the new model will consist of one paramedic and one emergency medical technician instead of two paramedics. This new model will increase the number of paramedic units from eight to eleven. Response times to medical incidents may improve as more paramedic resources will be available. Los Angeles County approval is needed before implementation can occur. One-time resources will be utilized to allow for the transition to this new model while County approval is sought. Savings from this model is in the reduction of the paramedics required in the system.	\$(1,066,167)	(3.0 Sworn) 7.0 Civilian
<b>Health &amp; Human Services</b>		
Transfer the costs of the operating the West Facility Center to the Health Fund, with the costs for operating the remaining two community facilities centers following in successive years. This transfer will require that some of the programs operating within the facilities offset some of the costs. The reduction amount also includes the elimination of the General Fund revenue transfer to the Health Fund for administrative costs.	\$(59,847)	--
Transfer the responsibility and budgeted resources for the Jail Medical Program to the Police Department. The City Health Officer (CHO) will continue to provide medical supervision and direction, while the Jail Supervisor will manage the day-to-day operation and personnel oversight of the jail nurses.	\$(379,407)	(3.48)
<b>Human Resources</b>		
Reduce budgeted expenditures for personnel, supplies, and administrative costs.	\$(28,397)	--

<b>Library Services</b>		
Reduce programming and library hours at the Main Library. Patrons will experience longer lines (during peak periods), reduced services, and fewer opportunities to have their reference questions answered. There will be reduced access to new and current library materials, including print, media and e-books, and reduced early childhood literacy services. Main Library hours will be reduced to current hours of all branch libraries. Additionally, full-time positions and supplies for City Source Information Desk at City Hall will be replaced with part-time positions, and hours will be reduced.	\$(523,237)	(10.41)
Six neighborhood branch libraries will be "self-service" facilities. Libraries will offer check-out of materials and computer use, but offer limited library programs and reduced librarian assistance. Among other things, there will be an increased reliance on self-checkout.	\$(392,471)	(4.77)
Reduce staffing at Harte and Mark Twain branch libraries in line with current full service branch libraries. Patrons will experience longer lines (during peak periods), and fewer opportunities to have their reference questions answered.	\$(289,687)	(1.99)
Reduce citywide materials budgets and Youth Services discretionary funds.	\$(50,916)	--
<b>Mayor &amp; City Council (Legislative)</b>		
Reduce budgeted expenditures for personnel, supplies, and administrative costs.	\$(289,896)	(.60)
<b>Parks, Recreation &amp; Marine</b>		
Consolidate the Planning and Development Bureau with the Maintenance Operation Bureau. Maintenance tasks and frequencies in park and median landscaping contracts will also be reduced.	\$(217,729)	(1.87)
Partner with private and non-profit organizations to provide programming and support for Adaptive Recreation, El Dorado Nature Center, and the Long Beach Senior Center as funding is required.	\$(364,791)	(9.70)
In order to maintain youth activities in areas with the greatest density, highest crime and limited alternative recreation activities, free and subsidized youth sports and after school programs will be eliminated at College Estates, Wardlow, Whaley, Pan Am, Somerset, Coolidge, Sterns, Cherry, Drake, Miracle, El Dorado West, Davenport, Deforest and Bixby Parks. These parks will continue to be activated by youth and sports programs sponsored by other providers in the community.	\$(1,291,849)	(30.07)
Reduce the school swimming pool program. Silverado Pool will only be open in the summer, Will J. Reid will be closed and Millikan Pool will no longer be operated during the summer, unless programmed by the School District. Jordan pool will remain open.	\$(63,239)	(3.75)
Reduce administrative staffing within the Community Recreation Services Bureau.	\$(112,605)	(5.70)
Reduce support for the administration and operation of Rancho Los Cerritos and Rancho Los Alamitos by 6.8 percent to reflect the Department's overall reduction target.	\$(64,518)	--
Reduce staffing and budgeted expenditures in the Business Operations Bureau. Financial analysis, report and grant preparation, and community information capabilities will be affected.	\$(285,297)	(.90)
Reduce the Park Ranger Program for park safety patrols in El Dorado Regional Park to times when the park is most busy, Friday, Saturday and Sunday.	\$(235,351)	(2.29)

<b>Parks, Recreation &amp; Marine, cont.</b>		
Increase revenue and improve licensing compliance in the Animal Care Services Bureau through the addition of part-time Animal License Inspectors and increased funding for postage.	\$(98,148)	4.03
Increase revenue through increased cell tower revenue and other opportunities for facility use, cost recovery, and sponsorship. New cell tower revenue amounting to \$30,000 has been negotiated for FY 13. Additional opportunities include selling advertising in the quarterly class schedule and renegotiating leases.	\$(40,000)	--
<b>Police</b>		
Past reductions in the Police Department have triggered the need to consolidate the South and West Divisions into one new Central Division. This change results in some savings in FY 13. Responsibilities within the Fiscal Division and Crime Analysis unit will be reorganized to reduce the number of analytical positions, and several administrative support positions throughout the department will be eliminated. The Employee Services Office will be closed, with employees being directed to other resources. Additionally, two costly leases for facilities will be terminated. These reductions will result in fewer administrative resources and support, shifting the workload to other units and staff.	\$(1,686,578)	(2.0 Sworn) (10.0 Civilian)
Reduce support services and associated personnel. Non-sworn positions supporting the Investigations, Patrol, and Support Bureaus will be reduced, which will slow investigations and report preparation. The Jail Division will be restructured to eliminate the Prisoner Transport Unit, with the responsibilities for transport being shifted to Patrol Officers. The Advanced Officer Training curriculum and associated positions will be reduced.	\$(2,325,339)	(4.0 Sworn) (20.0 Civilian)
Consolidate units within the Homicide Section, Vice Section, and Violent Special Predator Unit within the Investigations Bureau. This will slow investigations, particularly for non-violent crimes.	\$(1,085,641)	(7.0 Sworn) (1.0 Civilian)
Reduce the number of Police Officers assigned to specialized units, including the Gang Enforcement Section Field Unit and the South Division Directed Enforcement Team. This will increase the reliance on the Directed Enforcement Teams of the North, West, and new Central Patrol Division to participate in targeted operations, special details, and handle gang investigations.	\$(3,866,010)	(27.0 Sworn) (1.0 Civilian)
Accept the responsibility and budgeted resources for the Jail Medical Program to the Police Department. The City Health Officer (CHO) will continue to provide medical supervision and direction, while the Jail Supervisor will manage the day-to-day operation and personnel oversight of the jail nurses.	\$234,114	2.0 Civilian
<b>Public Works</b>		
Reduce CIP Sidewalk Program from \$2.9 million to \$1.9 million and eliminate \$308,000 of supplemental infrastructure funding for unanticipated needs. This will result in delays for infrastructure repairs, with an increased reliance on one-time funds for infrastructure needs. (This funding is budgeted in "Citywide Activities" as opposed to Public Works.)	\$(1,308,032)	--
Eliminate two Engineering Technician positions supporting the Development Services Center.	\$(151,495)	(2.0)

<b>Public Works, cont.</b>		
Complete competitive bidding for all street tree trimming functions. All other City tree trimming functions have been outsourced. Any savings achieved beyond the initial reduction amount will be reinvested into the contract to increase service levels.	\$(227,703)	(18.0)
Reallocate a portion of a Development Project Manager responsible for PBID activities from Community Development Block Grants (CDBG) to the General Fund. Per HUD, CDBG can no longer fund this activity. Transfer portions of various Asset Management positions previously budgeted in the former Redevelopment Agency.	\$79,976	1.47

**ENHANCEMENTS**

	<b>Impact on Deficit</b>	<b>Positions</b>
The budget includes the creation of a Financial Controls Bureau to strengthen financial controls throughout the City, including cash management. The many years of budget cuts have weakened financial controls. The new Bureau will be a key tool to review, develop and improve financial controls. This effort will help protect the City against financial losses, bad operational decisions caused by bad information, and should also address certain types of revenue issues such as cash losses. Ongoing coordination with the City Auditor's Office is anticipated. This increase is offset in its entirety by the Department's savings in short-term borrowing costs. (Financial Management)	\$512,000	3.0
Increase budgeted expenditures to match public photocopier revenues. The expenditures will cover the rental costs of the equipment. The revenues were not previously credited to the Department and it was required to pay the rental costs from budgeted expenditures earmarked for other purposes. (Library Services)	\$42,000	--

**ONE-TIMES**

	<b>Impact on Fund</b>	<b>Positions</b>
Supplemental funding for Police Academy; Prisoner transport vans (Police Department)	\$3,125,000	--
Fire station gender accommodation projects and transition to new paramedic service model (Fire Department)	\$4,000,000	--
Parking citations and billing systems and accounts/payable decentralization project costs (Financial Management)	\$1,428,445	--
Installation of library self-checkout technology (Library Services)	\$400,000	--
Rancho Los Cerritos capital improvements (Parks, Recreation & Marine)	\$500,000	--
Down payment on a new financial and human resources system and other needed technological improvements (Citywide)	\$7,480,000	--

<b>OTHER FUNDS</b>	<b>Impact on Fund</b>	<b>Positions</b>
<b>Airport Fund</b>		
Develop new service model for traffic control. (Airport)	\$(266,814)	(4.0)
Reflect increased revenue for land use rent for Skylinks Golf Course property, new airport concourse concessions vendor, airport parking lot revenue, increased revenue received from airline carriers and various rents from businesses and tenants and new Passenger Facility Charges revenue for debt service and Customer Facility Charges. (Airport)	\$(7,941,545)	--
<b>Capital Projects Fund</b>		
Consolidate the Planning and Development Bureau with the Maintenance Operation Bureau. Maintenance tasks and frequencies in park and median landscaping contracts will also be reduced. (Parks, Recreation & Marine)	\$(197,048)	(1.26)
<b>Civic Center Fund</b>		
Convert a full-time position for the City Source Information Desk at City Hall to part-time positions and reduce hours of service. (Library Services)	\$(6,682)	(.55)
Transfer consultant fees for pollution credits from Civic Center to AB2766 Subvention Fund Program to reflect actual expenditures. (Public Works)	\$(35,000)	--
Reduce Civic Center window washing contract from quarterly to annual washing, and reduce custodial services staffing. (Public Works)	\$(60,197)	(.60)
<b>Community Development Grants Fund</b>		
Align staffing and budget expenditures to reflect decreased CDBG funding for community services and federal HOME funding for housing-related programs. (Development Services)	\$(687,831)	(6.83)
Align staffing and budgeted expenditures to reflect decreased federal funding for workforce training and placement programs. (Human Resources)	\$(1,830,605)	(23.50)
Reallocate a portion of a Development Project Manager responsible for PBID activities from Community Development Block Grants (CDBG) to the General Fund. (Public Works)	\$(79,976)	(0.65)
<b>CUPA Fund</b>		
Transfer staffing and other costs associated with field inspection and hazardous waste response activities from the Health Fund to the CUPA Fund. (Health & Human Services)	\$198,318	.50
<b>Development Services Fund</b>		
Eliminate a Planner in the Planning Bureau and reduce administrative staff by 1.74 positions to reflect decreased City development as a result of the dissolution of the Redevelopment Agency and the termination of the 20% Housing set aside (Development Services)	\$(304,584)	(2.74)
Realign portions of several administrative positions and a Combination Building Inspector to reflect the dissolution of the Redevelopment Agency. (Development Services)	\$344,533	2.92
<b>Employee Benefits Fund</b>		
Reduce support for wage garnishments for City employees. (City Auditor)	\$(6,633)	(.08)
Realign personnel budget to better reflect work performed. (Financial Management)	\$71,496	.50

<b>OTHER FUNDS</b>	<b>Impact on Fund</b>	<b>Positions</b>
<b>Fleet Fund</b>		
Reduce fleet maintenance line and clerical staffing. Delays in service provision may result. (Public Works)	\$(356,250)	(5.0)
Eliminate 70 light vehicles used under 3,000 miles per year and make pool vehicles available to departments as needed. (Public Works)	\$(205,225)	--
Reduce costs by obtaining certification to perform warranty-based maintenance on Ford vehicles at Fleet Services as opposed to dealers. (Public Works)	\$(40,000)	--
Reorganize various maintenance facilities at the Temple/Willow complex and reallocate portions of bond payment accordingly. (Public Works)	\$249,260	--
<b>Gas Fund</b>		
Restructure positions within the Gas Engineering Unit to create an appropriate balance of journey level and apprentice employees, ensuring that skill level requirements can be met in the future. (Gas & Oil)	\$147,558	.20
Reduce staffing in field and administrative positions in various divisions. Several vehicles will also be eliminated. Delays in service provision may result. (Gas & Oil)	\$(832,547)	(8.0)
Implement a new fee for same day service requests. A pilot program has been offered for several months and has proved to be very popular. (Gas & Oil)	\$(75,000)	--
<b>General Services Fund</b>		
Reduce staffing, contractual services, equipment, and materials in the various Technology Services programs. Response times for GIS, document imaging, custom applications, and other client requests will likely increase as will computer replacement timeframes. (Technology Services)	\$(970,782)	(4.00)
<b>Health Fund</b>		
Transfer the responsibility and budgeted resources for the Jail Medical Program to the Police Department. The City Health Officer (CHO) will continue to provide medical supervision and direction, while the Jail Supervisor will manage the day-to-day operation and personnel oversight of the jail nurses. As part of the transfer, the Health Fund will absorb some administrative and overhead costs previously charged to the General Fund. (Health & Human Services)	\$106,004	.48
Accept the transfer of operating costs for the West Facility Center from the General Fund, with the costs for operating the remaining two community facilities centers following in successive years. This transfer will require that some of the programs operating within the facilities offset some of the costs. (Health & Human Services)	\$59,847	--
Transfer staffing and other costs associated with field inspection and hazardous waste response activities from the Health Fund to the CUPA Fund. (Health & Human Services)	\$(198,318)	(.50)
Reduce the number of Tobacco Retail Enforcement Program (TREP) enforcement stings with the Police Department divisions to four per year, aligning the work with that of the Police Department. (Health & Human Services)	\$(20,019)	--

OTHER FUNDS	Impact on Fund	Positions
<b>Health Fund, cont.</b>		
Reduce and restructure staffing for various programs in the Preventive Health Bureau to align with reduced grant funding. Some full-time nurse positions will be converted to part-time or non-careers in order to create a new model to perform outreach, educate, and provide a direct link to care to the vulnerable and at risk populations of the city. The restructured positions will create a responsive workforce that will be able to work non-traditional hours in the field on weekends and evenings without the constraints of traditional job descriptions and schedules. Less staff time will be dedicated to address local birth outcomes, youth health programming, the promotion of early prenatal care, and other public health nursing functions. Priority will be given to address chronic and communicable disease prevention. (Health & Human Services)	\$ (1,273,227)	(11.62)
Reduce and restructure staffing in the Laboratory Services Program to align with revenues. A full-time Microbiologist position will be converted to part-time, and several lab assistant positions will be eliminated. Two Public Health Associates from the Lab Services Program will be transferred to Clinic Administration. This serves to consolidate all third-party billing staff under one supervisor improving program efficiency and potentially increasing revenue capture. (Health & Human Services)	\$ (322,796)	(3.50)
<b>Housing Authority Fund</b>		
Eliminate a Clerk Typist II and Administrative Intern position, and reduce the temporary staffing budget in the Housing Authority Bureau. (Health & Human Services)	\$ (183,737)	(2.0)
<b>Housing Development</b>		
Eliminate staff and other budgeted expenditures for housing programs due to the dissolution of the Redevelopment Agency in FY 12 and a reduction in federal HOME funding or housing-related programs. (Development Services)	\$ (540,261)	(13.94)
Eliminate staff in the Asset Management Bureau due to the dissolution of the Redevelopment Agency. (Public Works)	\$ (6,146)	(0.05)
<b>Insurance Fund</b>		
Reduce and reallocate administrative staffing. (City Attorney)	\$ (79,636)	(.64)
Increase funding to support disciplinary and disability hearings. (Civil Service)	\$ 35,000	--
Reduce a Full-time Clerk Typist III to a Clerk Typist III-NC (Human Resources)	\$ (48,940)	(0.50)
<b>Marina Fund</b>		
Consolidate the Planning and Development Bureau with the Maintenance Operation Bureau. Maintenance tasks and frequencies in park and median landscaping contracts will also be reduced. (Parks, Recreation & Marine)	\$ (28,470)	(.13)
Reduce staffing and budgeted expenditures in the Business Operations Bureau. Financial analysis, report and grant preparation, and community information capabilities will be affected. (Parks, Recreation & Marine)	\$ (32,983)	(.25)
Reduce staffing and budgeted expenditures for the Marine and Maintenance Operations Bureaus. This will result in the reallocation of staff duties associated with marina administration and maintenance. (Parks, Recreation & Marine)	\$ (155,965)	(.54)
Reduce part-time Marine Patrol Security Officer hours. (Police)	\$ (95,354)	(2.37)

<b>OTHER FUNDS</b>	<b>Impact on Fund</b>	<b>Positions</b>
<b>Rainbow Harbor Fund</b>		
Reduce staffing and budgeted expenditures for the Marine and Maintenance Operations Bureaus. This will result in the reallocation of staff duties associated with Rainbow Harbor marina administration and maintenance. (Parks, Recreation & Marine)	\$(30,247)	(.33)
<b>Rainbow Harbor Fund , cont.</b>		
Reduce parking contract budget. Based on efficiencies, there will not be an impact to service delivery. (Public Works)	\$(11,265)	--
<b>Redevelopment Fund</b>		
Eliminate staff and Board positions due to the dissolution of the Redevelopment Agency. Includes the downgrading of several positions to meet remaining needs. (Development Services)	\$(2,499,290)	(27.38)
Realign Accounting Division personnel to reflect the dissolution of the Redevelopment Agency. (Financial Management)	\$(371,154)	(2.98)
Eliminate staff in the Asset Management Bureau due to the dissolution of the Redevelopment Agency. (Public Works)	\$(141,055)	(1.22)
<b>Refuse Fund</b>		
Reduce staffing in field and administrative positions in various divisions. Several vehicles will also be eliminated. This will reduce the number of Refuse Operators available for routes. A supervisory position and support positions will also be eliminated. (Public Works)	\$(504,001)	(6.63)
<b>SA-RD Obligation Retirement Fund</b>		
Realign personnel budget within the Accounting Bureau to reflect work performed. (Financial Management)	\$247,813	2.00
<b>Special Advertising &amp; Promotion Fund</b>		
Realign staff costs to accurately reflect workload. Eliminate a Park Ranger vehicle associated with Special Events and Filming Bureau, and reduce other contractual services for cultural tourism development such as the creation of banners. (City Manager)	\$7,908	.10
<b>Tideland Oil Revenue</b>		
Restructure administrative function in Oil Operations Division, eliminating the Oil Division Engineer. (Gas & Oil) (management)	\$(191,488)	(1.0)
<b>Tidelands Operations Fund</b>		
Reduce contract audits of the Queen Mary, hotels, restaurants, concessionaires and other City activities in the Tidelands area. (City Auditor)	\$(12,369)	--
Reduce hours for a part-time Clerk Typist in Special Events and Filming Bureau. (City Manager)	\$(11,706)	(.26)
Eliminate the Planning and Development Bureau and consolidate planning and development activities within the Maintenance Operation Bureau. This will serve to reduce park planning and project management capabilities. Maintenance tasks and frequencies in park and median landscaping contracts will also be reduced. (Parks, Recreation & Marine)	\$(77,049)	(.75)
Reduce staffing and budgeted expenditures in the Business Operations Bureau. Financial analysis, report and grant preparation, and community information capabilities will be affected. (Parks, Recreation & Marine)	\$(29,759)	(.21)
Reduce staffing and budgeted expenditures for the Marine and Maintenance Operations Bureaus. This will result in the reallocation of staff duties associated with marina administration and maintenance. (Parks, Recreation & Marine)	\$(70,863)	(.48)

OTHER FUNDS	Impact on Fund	Positions
<b>Tidelands Operations Fund, cont.</b>		
Reduce administrative staffing within the Community Recreation Services Bureau. Budgeted expenditures for general recreation purposes will also be reduced, including those once devoted to the Sea Festival. (Parks, Recreation & Marine)	\$ (5,361)	--
Reduce excess power budget at the Convention Center. (Public Works)	\$(27,739)	--
<b>Towing Fund</b>		
Reorganize various maintenance facilities at the Temple/Willow complex and reallocate portions of bond payment accordingly. (Public Works)	\$(251,231)	--
Reduce staffing to reflect reduced tow volume and associated revenues. (Public Works)	\$(127,987)	(2.0)
Eliminate the capital replacement charges for three tow trucks that will not be replaced when they become non-functional. (Public Works)	\$(32,524)	--
Increase revenue through new fees for keys and lien sale vehicles surrendered without DMV title documentation. (Public Works)	\$(47,840)	--
<b>Transportation</b>		
Receive transfer of consultant fees for pollution credits from Civic Center to AB2766 Subvention Fund Program to reflect actual expenditures. (Public Works)	\$35,000	--
Eliminate the Mall Crew, which is devoted to providing daily light maintenance along the Promenade and related areas. In recent years, the maintenance performed by the crew has been made redundant by the maintenance teams of the Downtown Long Beach Associates. (Public Works)	\$(827,289)	(12.70)

**ENHANCEMENTS**

	<b>Impact on Fund</b>	<b>Positions</b>
<b>Airport Fund</b>		
Increase debt service for 2009 and 2010 Airport Revenue Bonds related to construction of new passenger concourse. (Airport)	\$2,352,421	--
Increase budget for service contracts, engineering services, and budget for a noise contours study and marketing services. (Airport)	\$632,550	--
<b>Capital Projects Fund</b>		
Create a new Capital Projects Coordinator II position to manage complex capital improvement projects within the Tidelands. (Public Works)	\$118,560	1.00
<b>CUPA Fund</b>		
Increase budgeted expenditures for hazardous materials software needed to comply with AB2286 requirements for hazardous material regulatory activities, underground and above ground storage tanks. (Fire)	\$13,500	--
<b>General Services Fund</b>		
Increased budget for contractual services in the Business Information Services Program is accommodated by equivalent reductions in other programs. (Technology Services)	\$175,000	--
<b>Towing Fund</b>		
Increase budgeted expenditures for cash control and recordkeeping software. (Public Works)	\$5,800	--
<b>Tidelands Operations Fund</b>		
Challenge Grant funding for the Aquarium of the Pacific capital improvement program. Proposed \$1.5 million yearly for 10 years. Beginning in FY 14, this funding is offset by the \$1.1 million annual savings from the recent refunding of Aquarium bonds. (Citywide Activities)	--	--
Enhance port security through the addition of six Police Officers and one Commander, as well as associated supplies, equipment and contractual services. Enhancement is revenue offset Police Department MOU with the Harbor Department. (Police)	--	7.00 sworn

**ONE-TIMES**

	<b>Impact on Fund</b>	<b>Positions</b>
<b>Airport Fund</b>		
Increase budget for needed airfield and terminal area improvements and replace Airport Noise and Operations Monitoring System equipment. (Airport)	\$738,000	--
Increase marketing services budget to rebrand the Airport. (Airport)	\$165,000	--
Construct a new Car Rental Facility (Phase 1) to house all rental car companies and a surface parking lot to be used for vehicle storage. A \$10 Customer Facility Charge (CFC) will be collected per rental contract starting March 2012 for the purpose of building this structure without issuing any debt. (Airport)	\$1,450,000	--
Evaluate the mechanical and electrical components of the Terminal Building and provide for a Facilities Condition Assessment. (Airport)	\$1,300,000	--
<b>Development Services Fund</b>		
Appropriate funds for State-mandated General Plan Housing & Land Use Element and for the preparation of the Southeast Area Development and Improvement Plan (SEADIP). (Development Services)	\$600,000	--
<b>Transportation Fund</b>		
Allocate budget resources for park bike path replacement and light rail landscaping. (Parks, Recreation & Marine)	\$150,000	--

## FY 13 NON-CITY MANAGER DEPARTMENT REDUCTIONS

	Impact on Deficit	Positions
<b>CITY ATTORNEY (LAW)</b>		
<b>General Fund</b>		
Reduce budgeted salary for a Principal Deputy City Attorney position and downgrade a Legal Assistant position to a Legal Office Specialist. Additionally, a portion of a Legal Record Specialist position will be reallocated to the Insurance Fund to accurately reflect the workload.	\$ (66,791)	(0.36)
<b>Insurance Fund</b>		
Reduce and reallocate administrative staffing.	\$ (79,636)	(0.64)
<b>CITY AUDITOR</b>		
<b>General Fund</b>		
Reduce staff hours available to conduct performance audits and fraud investigations and restrict ability to respond to citizen, City Manager, and City Council requests. Staff resources must be devoted to mandated audits. Cuts will result in fewer contract revenue reviews, postponement of cash collection audits, and deferred follow-up on fraud hotline calls.	\$ (123,172)	--
<b>Employee Benefits Fund</b>		
Reduce support for wage garnishments for City employees.	\$ (6,633)	(0.08)
<b>Tidelands Operation Fund</b>		
Reduce contract audits of the Queen Mary, hotels, restaurants, concessionaires and other City activities in the Tidelands area.	\$ (12,369)	
<b>CITY CLERK</b>		
<b>General Fund</b>		
Eliminate one City Clerk Analyst position and reduce non-personal expenditures. Cuts will create constraints in the advance planning stages needed in Election years. Election duties will be performed by part-time employees in order to support GIS functions and County Registrar Office Consolidated Voter System. The Records Center will be adversely affected with requests, transfers, and destruction of records being delayed.	\$ (156,802)	(1.00)
<b>CITY PROSECUTOR</b>		
<b>General Fund</b>		
Reduce budgeted expenditures for personnel, supplies, and administrative costs.	\$ (240,069)	TBD

**CIVIL SERVICE****General Fund**

	<b>Impact on Deficit</b>	<b>Positions</b>
Downgrade two clerical positions and eliminate the remainder of an Administrative Officer position.	\$ (43,567)	(0.19)
Reduce funding for online and in-person recruitment and testing, and for the printing and distribution of materials. Cuts will result in reduced outreach and testing.	\$ (81,375)	--

**Insurance Fund**

Increase funding to support disciplinary and disability hearings.	\$35,000	--
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**MAYOR & CITY COUNCIL (LEGISLATIVE)****General Fund**

Reduce budgeted expenditures for personnel, supplies, and administrative costs.	\$ (289,896)	(0.60)
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OFFICE OF THE CITY ATTORNEY  
ROBERT E. SHANNON, City Attorney  
333 West Ocean Boulevard, 11th Floor  
Long Beach, CA 90802-4664

ORDINANCE NO. ORD-12-0014

1  
2  
3 AN ORDINANCE OF THE CITY COUNCIL OF THE  
4 CITY OF LONG BEACH APPROVING AND ADOPTING THE  
5 OFFICIAL BUDGET OF THE CITY OF LONG BEACH FOR  
6 THE FISCAL YEAR 2012-2013, CREATING AND  
7 ESTABLISHING THE FUNDS OF THE MUNICIPAL  
8 GOVERNMENT OF THE CITY OF LONG BEACH AND  
9 APPROPRIATING MONEY TO AND AUTHORIZING  
10 EXPENDITURES FROM SAID FUNDS FOR SAID FISCAL  
11 YEAR; DECLARING THE URGENCY THEREOF, AND  
12 PROVIDING THAT THIS ORDINANCE SHALL TAKE  
13 EFFECT AT 12:01 A.M. ON OCTOBER 1, 2012  
14

15 The City Council of the City of Long Beach ordains as follows:

16 Section 1. The City Manager's Recommended Budget which was  
17 submitted to the City Council on August 1, 2012, by the Mayor, and which constitutes the  
18 preliminary budget for the fiscal year beginning October 1, 2012, is hereby adopted as  
19 the Official Budget of the City of Long Beach for fiscal year 2012-13.

20 Section 2. The amounts appropriated in Sections 3 and 4 shall govern  
21 and control the expenditures for fiscal year 2012-13 of the several fund types, funds,  
22 departments, offices and agencies stated therein. Said amounts conform to the adopted  
23 budget of the City of Long Beach as set forth in Section 1. All detailed schedules and  
24 other data set forth in the City Manager's Recommended Budget other than those  
25 mentioned in this ordinance are provided for information purposes only and are not  
26 intended to limit expenditures.

27 Section 3. The Funds specified in Exhibit "A" are hereby established,  
28 those of such funds not otherwise created are hereby created, and the specified sums of

1 money set forth opposite the names of said funds are hereby appropriated and  
2 authorized to be spent in 2012-13, all of which sums are based on the approved and  
3 adopted budget.

4           Section 4.    The specified sums of money set forth opposite the names of  
5 the following departments, offices and agencies in Exhibit "B" are hereby appropriated  
6 and authorized to be spent in fiscal year 2012-13, all of which sums are based upon the  
7 approved and adopted budget.

8           Section 5.    This is an emergency measure and is urgently required for the  
9 reason that in order to carry on the affairs, functions and business of the City of Long  
10 Beach during the fiscal year which begins on October 1, 2012, it is necessary to  
11 authorize the expenditure of monies required for such purposes. Currently, no authority  
12 exists to pay the salaries and wages of the officers and employees of said City or to  
13 make the necessary purchases of supplies, equipment and services to carry on the  
14 affairs, functions and business of said City in the forthcoming fiscal year. Commencing  
15 on October 1, 2012, it will be necessary for the City of Long Beach to make certain  
16 payments on the principal and interest of the bonded indebtedness of said City and to  
17 meet the payrolls of the various departments of said City, including the Police, Fire and  
18 Health Departments.

19           In order that said obligations may be met when due and payable and said  
20 expenditures may be made, it is necessary that this ordinance be passed as an  
21 emergency measure, to take effect at 12:01 a.m. on October 1, 2012.

22           Section 6.    If any section, subsection, subdivision, sentence, sum,  
23 percentage, clause or phrase of this ordinance is for any reason held to be  
24 unconstitutional, invalid or void, such decision shall not affect the validity of the remaining  
25 portions of this ordinance. The City Council hereby declares that it would have passed  
26 this ordinance, and every section, subsection, subdivision, sentence, sum, percentage,  
27 clause and phrase thereof, irrespective of the fact that any one or more sections,  
28 subsections, subdivisions, sentences, sums, percentages, clauses or phrases thereof is

OFFICE OF THE CITY ATTORNEY  
ROBERT E. SHANNON, City Attorney  
333 West Ocean Boulevard, 11th Floor  
Long Beach, CA 90802-4664

1 declared unconstitutional, invalid or void.

2 Section 7. This ordinance is an emergency ordinance duly adopted by  
3 the City Council by a vote of five of its members and shall take effect immediately. The  
4 City Clerk shall certify to a separate roll call and vote on the question of the emergency of  
5 this ordinance and to its passage by the vote of five members of the City Council of the  
6 City of Long Beach, and cause the same to be posted in three conspicuous places in the  
7 City of Long Beach, and it shall thereupon take effect and shall be operative on and after  
8 12:01 a.m. on October 1, 2012.

9 I hereby certify that on a separate roll call and vote which was taken by the  
10 City Council of the City of Long Beach upon the questions of the emergency of this  
11 ordinance at its meeting of September 4, 2012, the ordinance was  
12 declared to be an emergency by the following vote:

13 Ayes: Councilmembers: Garcia, Lowenthal, DeLong,  
14 O'Donnell, Johnson, Austin, Neal.

15 \_\_\_\_\_  
16 \_\_\_\_\_  
17 Noes: Councilmembers: None.

18 \_\_\_\_\_  
19 Absent: Councilmembers: Schipske, Andrews.

20 \_\_\_\_\_  
21 I further certify that thereafter, at the same meeting, upon a roll call and  
22 vote on adoption of the ordinance, it was adopted by the City Council of the City of Long  
23 Beach by the following vote:

24 Ayes: Councilmembers: Garcia, Lowenthal, DeLong,  
25 O'Donnell, Johnson, Austin, Neal.

26 \_\_\_\_\_  
27 \_\_\_\_\_  
28 \_\_\_\_\_

OFFICE OF THE CITY ATTORNEY  
ROBERT E. SHANNON, City Attorney  
333 West Ocean Boulevard, 11th Floor  
Long Beach, CA 90802-4664

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Noes: Councilmembers: None.

Absent: Councilmembers: Schipske, Andrews.

I further certify that the foregoing ordinance was thereafter adopted on final reading of the City Council of the City of Long Beach at its meeting of September 11, 2012, by the following vote:

Ayes: Councilmembers: Garcia, Lowenthal, DeLong,  
O'Donnell, Schipske, Andrews,  
Johnson, Austin, Neal.

Noes: Councilmembers: None.

Absent: Councilmembers: None.

  
City Clerk

Approved: 9/21/12  
(Date)

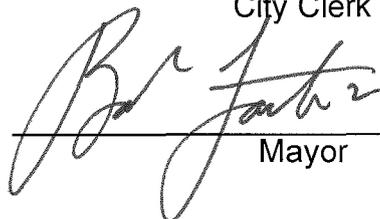
  
Mayor

Exhibit A

FISCAL YEAR 2013 APPROPRIATIONS ORDINANCE BY FUND

FUND	FY 13 NEW ALLOCATION	FY 12 ESTIMATED CARRYOVER*	FY 13 APPROPRIATION
GENERAL FUND	396,831,241	-	396,831,241
GENERAL GRANTS FUND	6,479,428	11,000,570	17,479,998
POLICE & FIRE PUBLIC SAFETY OIL PROD ACT FUND	3,989,819	-	3,989,819
HEALTH FUND	37,926,224	31,888,013	69,814,237
PARKING & BUSINESS AREA IMPROVEMENT FUND	6,725,021	-	6,725,021
SPECIAL ADVERTISING & PROMOTION FUND	5,399,163	-	5,399,163
UPLAND OIL FUND	33,721,740	-	33,721,740
HOUSING DEVELOPMENT FUND	9,752,418	68,704,262	78,456,680
BELMONT SHORE PARKING METER FUND	458,589	-	458,589
DEVELOPMENT SERVICES FUND	15,607,353	-	15,607,353
BUSINESS ASSISTANCE FUND	653,313	1,184,012	1,837,325
COMMUNITY DEVELOPMENT GRANTS FUND	21,847,759	12,040,635	33,888,393
PARK DEVELOPMENT FUND	-	-	-
GASOLINE TAX STREET IMPROVEMENT FUND	14,449,979	23,666,824	38,116,803
TRANSPORTATION FUND	18,118,136	18,555,062	36,673,199
CAPITAL PROJECTS FUND	15,244,166	81,933,533	97,177,700
DEBT SERVICE FUND	10,465,959	-	10,465,959
CIVIC CENTER FUND	10,745,535	254,879	11,000,414
GENERAL SERVICES FUND	38,171,162	8,335,358	46,506,520
FLEET SERVICES FUND	31,889,605	916,881	32,806,486
INSURANCE FUND	39,782,161	139,683	39,921,844
EMPLOYEE BENEFITS FUND	224,113,699	-	224,113,699
TIDELANDS FUNDS	134,512,572	77,839,985	212,352,558
TIDELAND OIL REVENUE FUND	423,109,162	-	423,109,162
RESERVE FOR SUBSIDENCE	-	-	-
GAS FUND	104,712,574	16,724,591	121,437,165
GAS PREPAY FUND	41,450,434	-	41,450,434
AIRPORT FUND	41,525,641	37,543,977	79,069,618
REFUSE/RECYCLING FUND	44,849,020	470,680	45,319,701
SERRF FUND	46,564,632	-	46,564,632
SERRF JPA FUND	11,369,810	-	11,369,810
TOWING FUND	7,007,184	-	7,007,184
PARKING AUTHORITY FUND	-	-	-
HOUSING AUTHORITY FUND	80,142,687	(230,826)	79,911,861
SUCCESSOR AGENCY	44,487,890	(11,993,987)	32,493,903
CUPA FUND	1,538,941	-	1,538,941
<b>TOTAL</b>	<b>1,923,643,019</b>	<b>378,974,133</b>	<b>2,302,617,152</b>

\*Carryover of multi-year grants and CIP funds.

## Exhibit B

### FISCAL YEAR 2013 APPROPRIATIONS ORDINANCE BY DEPARTMENT

DEPARTMENT	FY 13 NEW ALLOCATION	FY 12 ESTIMATED CARRYOVER*	FY 13 APPROPRIATION
MAYOR AND COUNCIL	4,649,853	-	4,649,853
CITY ATTORNEY	8,890,473	-	8,890,473
CITY AUDITOR	2,983,210	-	2,983,210
CITY CLERK	3,117,351	-	3,117,351
CITY MANAGER	22,891,747	45,779,290	68,671,037
CITY PROSECUTOR	4,760,921	-	4,760,921
CIVIL SERVICE	2,054,625	-	2,054,625
AIRPORT	41,125,319	35,755,006	76,880,325
DEVELOPMENT SERVICES	82,512,689	95,083,051	177,595,741
FINANCIAL MANAGEMENT**	430,598,698	16,100,686	446,699,384
FIRE	92,691,443	2,774,543	95,465,986
HEALTH AND HUMAN SERVICES	118,701,248	31,969,373	150,670,620
HUMAN RESOURCES	20,929,373	(596,812)	20,332,560
LIBRARY SERVICES	13,049,999	-	13,049,999
LONG BEACH GAS AND OIL	598,206,167	16,724,591	614,930,758
PARKS, RECREATION AND MARINE	52,950,316	23,300,561	76,250,877
POLICE	199,933,700	5,768,910	205,702,611
PUBLIC WORKS	188,513,803	97,979,575	286,493,377
TECHNOLOGY SERVICES	36,673,926	8,335,359	45,009,285
<b>TOTAL</b>	<b>1,925,234,862</b>	<b>378,974,133</b>	<b>2,304,208,995</b>

\*Carryover of multi-year grants and CIP funds.

\*\*Department of Financial Management includes internal service charges that are contained in the resolutions of the Water, Sewer and Harbor funds for accounting, budgeting and treasury functions, and other citywide activities such as debt service.

A RESOLUTION OF THE CITY COUNCIL OF THE  
CITY OF LONG BEACH ADOPTING AN APPROPRIATIONS  
LIMIT FOR THE CITY OF LONG BEACH FOR THE 2012-  
2013 FISCAL YEAR PURSUANT TO ARTICLE XIII(B) OF  
THE CALIFORNIA CONSTITUTION

WHEREAS, Article XIII(B) of the California Constitution provides for an annual appropriations limit for state and local governments beginning with the 1980-81 fiscal year, based on 1978-79 appropriations, as adjusted for specified annual changes in population and inflation; and

WHEREAS, Section 7910 of the Government Code also provides that 15 days prior to such meeting, documentation used in the determination of the appropriations limit shall be available to the public; and that each year the City Council shall, by resolution, establish the appropriations limit for the City of Long Beach for the following fiscal year; and

WHEREAS, Proposition 111 subsequently amended Article XIII(B) of the California Constitution to provide for certain revisions in the population and inflation factors used in the calculation of the appropriations limit and to provide for a recalculation of the appropriation limit date for the years 1987-88 through 1990-91; and

WHEREAS, Proposition 111 provided that one factor that may be used in the calculation of the appropriations limit is the increase in local non-residential assessed value due to new construction; and

WHEREAS, the documentation which is attached hereto and made a part hereof as Exhibit "A" was used in the determination of the appropriations limit for the 2012-2013 fiscal year, and has been available for public inspection in the office of the City Clerk since August 20, 2012;

OFFICE OF THE CITY ATTORNEY  
ROBERT E. SHANNON, City Attorney  
333 West Ocean Boulevard, 11th Floor  
Long Beach, CA 90802-4664

OFFICE OF THE CITY ATTORNEY  
ROBERT E. SHANNON, City Attorney  
333 West Ocean Boulevard, 11th Floor  
Long Beach, CA 90802-4664

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

Section 1. The appropriations limit for the City of Long Beach for fiscal year 2012-2013 shall be \$606,395,489.

Section 2. This resolution shall take effect immediately upon its adoption by the City Council, and the City Clerk shall certify the vote adopting this resolution.

I hereby certify that the foregoing resolution was adopted by the City Council of the City of Long Beach at its meeting of September 4, 2012, by the following vote:

Ayes: Councilmembers: Garcia, Lowenthal, DeLong,  
O'Donnell, Schipske, Johnson,  
Austin, Neal.

Noes: Councilmembers: None.

Absent: Councilmembers: Andrews.

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

## "EXHIBIT A"

### APPROPRIATIONS LIMIT Based On Budgeted Revenues

2011-2012 Appropriations Limit:	\$582,849,522
Adjustment Factor (See Below):	1.040398
2012-2013 Appropriations Limit:	\$606,395,489

#### II. DETERMINATION OF APPROPRIATIONS FACTOR

Price Factor:	1.037700
Change in Per Capita Income	
Department of Finance estimate pursuant	
to Revenue Tax Code, Sec. 2227 and 2228,	
California =	3.77%
Ratio = $(3.77+100)/100 =$	1.0377
Population Change:	0.002600
Department of Finance estimate pursuant	
to Revenue Tax Code, Sec. 2227 and 2228,	
California =	0.26%
Ratio = $(.26+100)/100 =$	1.0026
Adjustment Factor:	1.040398
$1.0377 \times 1.0026$	
Factors were converted to ratios	
per State guidelines.	

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF LONG BEACH AMENDING AND APPROVING AS AMENDED THE 2012-2013 BUDGET OF THE LONG BEACH HARBOR DEPARTMENT

WHEREAS, Ordinance No. C-7300 of the City Council establishes the fiscal year of the City as beginning on October 1 and ending on September 30 of the following year; and

WHEREAS, the annual budget of the Long Beach Harbor Department for the 2013 fiscal year was adopted by the Board of Harbor Commissioners by Resolution No. HD-2677; and

WHEREAS, said annual budget has been filed with the City Clerk for presentation to the City Council and with the City Auditor pursuant to the provisions of Section 1210 of the Charter of the City of Long Beach;

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

Section 1. The annual budget of the Long Beach Harbor Department for the 2013 fiscal year adopted by the Board of Harbor Commissioners by Resolution No. HD-2677, a copy of which is attached hereto and made a part hereof by reference, is hereby amended to delete the statement contained in Resolution No. HD-2677 which states that the "Detailed schedules and other data which accompany the budget are provided for information purposes only and are not intended to limit expenditures". The budget is hereby approved as amended pursuant to the provisions of Section 1210 of the Charter of the City of Long Beach and shall become effective as the official budget of the Harbor Department for the forthcoming fiscal year.

No expenditure shall be made or financial obligation incurred by the

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ROBERT E. SHANNON, City Attorney  
333 West Ocean Boulevard, 11th Floor  
Long Beach, CA 90802-4664

OFFICE OF THE CITY ATTORNEY  
ROBERT E. SHANNON, City Attorney  
333 West Ocean Boulevard, 11th Floor  
Long Beach, CA 90802-4664

1 Commission, its officers or employees, except as authorized by said annual departmental  
2 budget. Said budget, when effective, shall constitute an appropriation covering the  
3 anticipated revenues and expenditures of the Harbor Department as therein set forth.

4 Section 2. The City Clerk shall file a certified copy of said budget, as  
5 approved, with the Board of Harbor Commissioners and the City Auditor.

6 Section 3. The City Clerk shall certify to the passage of this resolution by  
7 the City Council of the City of Long Beach, and it shall thereupon take effect.

8 I hereby certify that the foregoing resolution was adopted by the City  
9 Council of the City of Long Beach at its meeting of September 11, 2012 by the  
10 following vote:

11 Ayes: Councilmembers: Garcia, Lowenthal, DeLong, O'Donnell,  
12 Schipske, Andrews, Johnson, Austin,  
13 Neal.

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16 Noes: Councilmembers: None.

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18 Absent: Councilmembers: None.

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City Clerk

OFFICE OF THE CITY ATTORNEY  
ROBERT E. SHANNON, City Attorney  
333 West Ocean Boulevard, 11th Floor  
Long Beach, CA 90802-4664

1 RESOLUTION NO. HD- 2677

2  
3 A RESOLUTION OF THE BOARD OF HARBOR  
4 COMMISSIONERS ADOPTING THE ANNUAL BUDGET  
5 FOR THE LONG BEACH HARBOR DEPARTMENT FOR  
6 THE FISCAL YEAR 2012-2013

7  
8 The Board of Harbor Commissioners of the City of Long Beach resolves as  
9 follows:

10 Section 1. That the annual department budget of the Long Beach Harbor  
11 Department for the fiscal year 2012-2013 is hereby adopted as follows:

12 Harbor Revenue Fund (in thousands of dollars)

13

14	Estimated Fund Balance 10/1/2012	\$1,611,120
15	Estimated Revenues	<u>736,554</u>
16	Total Estimated Resources	2,347,674
17	Estimated Expenditures	<u>942,057</u>
18	Estimated Fund Balance 9/30/2013	1,405,617

19  
20 Detailed schedules and other data which accompany the budget are  
21 provided for information purposes only and are not intended to limit expenditures.

22 Sec. 2. This resolution shall take effect immediately upon its adoption by  
23 the Board of Harbor Commissioners, and the Secretary of the Board shall certify to the  
24 vote adopting this resolution and shall cause a certified copy of this resolution to be filed  
25 forthwith with the City Clerk. The City Clerk shall post the resolution in three conspicuous  
26 places in the City of Long Beach.

27 I hereby certify that the foregoing resolution was adopted by the Board of  
28 Harbor Commissioners of the City of Long Beach at its meeting of June 4, 2012 by the

OFFICE OF THE CITY ATTORNEY  
ROBERT E. SHANNON, City Attorney  
333 West Ocean Boulevard, 11th Floor  
Long Beach, CA 90802-4664

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following vote:

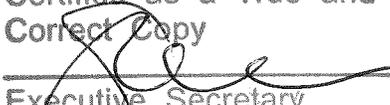
Ayes: Commissioners: Drummond, Dines, Sramek, Fields, Wise

Noes: Commissioners: \_\_\_\_\_

Absent: Commissioners: \_\_\_\_\_

Not Voting: Commissioners: \_\_\_\_\_

  
Secretary

Certified as a True and  
Correct Copy  
  
Executive Secretary  
Board of Harbor Commissioners  
of the City of Long Beach, CA  
Dated 8-16-12

CMG:rjr 05/30/12 #A11-01604  
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ORDINANCE NO. ORD-12-0013

AN ORDINANCE OF THE CITY COUNCIL OF THE CITY OF LONG BEACH APPROVING RESOLUTION NO. WD-1299, A RESOLUTION OF THE CITY OF LONG BEACH BOARD OF WATER COMMISSIONERS ESTABLISHING THE RATES AND CHARGES TO BE CHARGED FOR WATER AND SEWER SERVICE AND DECLARING THE URGENCY THEREOF, AND PROVIDING THAT THIS ORDINANCE SHALL TAKE EFFECT AT 12:01 A.M. ON OCTOBER 1, 2012

The City Council of the City of Long Beach ordains as follows:

Section 1. That Resolution No. WD-1299 of the Board of Water Commissioners of the City of Long Beach, entitled "A RESOLUTION OF THE BOARD OF WATER COMMISSIONERS AMENDING RESOLUTION NO. WD-1285 FIXING RATES AND CHARGES FOR WATER AND SEWER SERVICE TO ALL CUSTOMERS, SUBJECT TO THE APPROVAL OF THE CITY COUNCIL BY ORDINANCE," adopted by said Board on June 21, 2012, and the rates fixed in the Resolution to be charged for water and sewer service be and the same are hereby approved.

Section 2. This is an emergency measure and is urgently required for the reason that in order to carry on the affairs, functions and business of Long Beach Water Department during the fiscal year which begins on October 1, 2012, it is necessary to authorize the rates and charges for water and sewer service and that this ordinance be passed as an emergency measure, to take effect at 12:01 a.m. on October 1, 2012.

Section 3. If any section, subsection, subdivision, sentence, sum, percentage, clause or phrase of this ordinance is for any reason held to be

OFFICE OF THE CITY ATTORNEY  
ROBERT E. SHANNON, City Attorney  
333 West Ocean Boulevard, 11th Floor  
Long Beach, CA 90802-4664

1 unconstitutional, invalid or void, such decision shall not affect the validity of the remaining  
2 portions of this ordinance. The City Council hereby declares that it would have passed  
3 this ordinance, and every section, subsection, subdivision, sentence, sum, percentage,  
4 clause and phrase thereof, irrespective of the fact that any one or more sections,  
5 subsections, subdivisions, sentences, sums, percentages, clauses or phrases thereof is  
6 declared unconstitutional, invalid or void.

7 Section 4. This ordinance is an emergency ordinance duly adopted by  
8 the City Council by a vote of five of its members and shall take effect immediately. The  
9 City Clerk shall certify to a separate roll call and vote on the question of the emergency of  
10 this ordinance and to its passage by the vote of five members of the City Council of the  
11 City of Long Beach, and cause the same to be posted in three conspicuous places in the  
12 City of Long Beach, and it shall thereupon take effect and shall be operative on and after  
13 12:01 a.m. on October 1, 2012.

14 I hereby certify that on a separate roll call and vote which was taken by the  
15 City Council of the City of Long Beach upon the questions of the emergency of this  
16 ordinance at its meeting of September 4, 2012, the ordinance was declared to be an  
17 emergency by the following vote:

18 Ayes: Councilmembers: Garcia, Lowenthal, DeLong, O'Donnell,  
19 Schipske, Johnson, Austin, Neal.  
20 \_\_\_\_\_  
21 \_\_\_\_\_  
22 Noes: Councilmembers: None.  
23 \_\_\_\_\_  
24 Absent: Councilmembers: Andrews.  
25 \_\_\_\_\_

26 I further certify that thereafter, at the same meeting, upon a roll call and  
27 vote on adoption of the ordinance, it was adopted by the City Council of the City of Long  
28 Beach by the following vote:

OFFICE OF THE CITY ATTORNEY  
ROBERT E. SHANNON, City Attorney  
333 West Ocean Boulevard, 11th Floor  
Long Beach, CA 90802-4664

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Ayes: Councilmembers: Garcia, Lowenthal, DeLong, O'Donnell,  
Schipske, Johnson, Austin, Neal.

Noes: Councilmembers: None.

Absent: Councilmembers: Andrews.

I further certify that the foregoing ordinance was thereafter adopted on final reading of the City Council of the City of Long Beach at its meeting of September 11, 2012, by the following vote:

Ayes: Councilmembers: Garcia, Lowenthal, DeLong, O'Donnell,  
Schipske, Andrews, Johnson, Austin.

Noes: Councilmembers: None.

Absent: Councilmembers: Neal.



City Clerk

Approved: 9/21/12  
(Date)



Mayor

OFFICE OF THE CITY ATTORNEY  
ROBERT E. SHANNON, City Attorney  
333 West Ocean Boulevard, 11th Floor  
Long Beach, CA 90802-4664

1 RESOLUTION NO. WD-1299

2  
3 A RESOLUTION OF THE CITY OF LONG BEACH  
4 BOARD OF WATER COMMISSIONERS AMENDING  
5 RESOLUTION NO. WD-1285 FIXING RATES AND  
6 CHARGES FOR WATER AND SEWER SERVICE TO ALL  
7 CUSTOMERS, SUBJECT TO THE APPROVAL OF THE  
8 CITY COUNCIL BY ORDINANCE  
9

10 The Board of Water Commissioners of the City of Long Beach resolves as  
11 follows:

12 Section 1. That the following rates and charges for potable  
13 and reclaimed water service and for sewer service are hereby established,  
14 and the Long Beach Water Department ("Water Department") of the City of  
15 Long Beach ("City") is hereby authorized and directed to charge and collect  
16 the same in accordance with the provisions of this resolution.

17 Section 2. For all metered services the charge for potable  
18 and reclaimed water shall consist of both a service charge based on the  
19 size of the service and a quantitative charge for water delivered.

20 A. On October 1, 2012, the service charge shall be in  
21 accordance with the following table:

<u>Size of Service</u>	<u>Daily Service Charge</u>
23 5/8 or 3/4 inch	\$0.418
24 1 inch	\$0.630
25 1-1/2 inch	\$1.175
26 2 inch	\$1.742
27 3 inch	\$3.608
28 4 inch	\$5.708

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<u>Size of Service</u>	<u>Daily Service Charge</u>
6 inch	\$10.519
8 inch	\$16.511
10 inch	\$27.041
12 inch	\$33.048
16 inch	\$54.696

B. On October 1, 2012, the quantitative charge for all water delivered shall be as follows, based on monthly meter readings:

1. For single family residential customers of potable water who have been granted an exemption from the City's Utility Users Tax in accordance with Chapter 3.68 of the Long Beach Municipal Code:

Tier IA	First 5 Billing Units (or fraction thereof)	\$1.220
Tier II	Next 10 Billing Units (or fraction thereof)	\$2.439
Tier III	Over 15 Billing Units (or fraction thereof)	\$3.659

2. For single family residential customers of potable water who have not been granted an exemption from the City's Utility Users Tax:

Tier IB	First 5 Billing Units (or fraction thereof)	\$2.196
Tier II	Next 10 Billing Units (or fraction thereof)	\$2.439
Tier III	Over 15 Billing Units (or fraction thereof)	\$3.659

3. For duplex residential customers of potable water who have been granted an exemption from the City's Utility Users Tax in accordance with Chapter 3.68 of the Long Beach Municipal Code:

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Tier IA	First 2.5 Billing Units (or fraction thereof per dwelling unit)	\$1.220
Tier II	Next 10.5 Billing Units (or fraction thereof per dwelling unit)	\$2.439
Tier III	Over 13 Billing Units (or fraction thereof per dwelling unit)	\$3.659

4. For duplex residential customers of potable water who have not been granted an exemption from the City's Utility Users Tax:

Tier IB	First 2.5 Billing Units (or fraction thereof per dwelling unit)	\$2.196
Tier II	Next 10.5 Billing Units (or fraction thereof per dwelling unit)	\$2.439
Tier III	Over 13 Billing Units (or fraction thereof per dwelling unit)	\$3.659

5. For multi-family residential customers of potable water who have been granted an exemption from the City's Utility Users Tax in accordance with Chapter 3.68 of the Long Beach Municipal Code:

Tier IA	First 2.5 Billing Units (or fraction thereof per dwelling unit)	\$1.220
Tier II	Next 6.5 Billing Units (or fraction thereof per dwelling unit)	\$2.439
Tier III	Over 9 Billing Units (or fraction thereof per dwelling unit)	\$3.659

6. For multi-family residential customers of potable water who have not been granted an exemption from the City's Utility Users Tax:

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Tier IB	First 2.5 Billing Units (or fraction thereof per dwelling unit)	\$2.196
Tier II	Next 6.5 Billing Units (or fraction thereof per dwelling unit)	\$2.439
Tier III	Over 9 Billing Units (or fraction thereof per dwelling unit)	\$3.659

7. For commercial customers of potable water, \$2.439 per billing unit, or fraction thereof.

8. For industrial customers of potable water, \$2.439 per billing unit, or fraction thereof.

9. For irrigation customers of potable water, \$2.439 per billing unit, or fraction thereof.

10. For City of Long Beach Departments using potable water, \$2.439 per billing unit, or fraction thereof.

11. For reclaimed water users whose use is "peaking" as defined herein, \$1.708 per billing unit, or fraction thereof.

12. For reclaimed water users whose use is "non-peaking" as defined herein, \$1.220 per billing unit, or fraction thereof.

13. For reclaimed water users whose use is "interruptible" as defined herein, \$1.220 per billing unit or fraction thereof.

14. These quantitative charges shall be subject to adjustment as provided in Subsection C of this Section.

15. There shall be no charge for water used through fire hydrants for extinguishing fires.

Section 3. A. Unmetered water service may be rendered to unoccupied or occupied property where it is not practical to meter the water, and on October 1, 2012, the rate for unmetered

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water service shall be:

<u>Size of Service</u>	<u>Daily Rate</u>
5/8 or 3/4 inch	\$2.039
1 inch	\$3.450
1-1/2 inch	\$8.498
2 inch	\$13.369

B. The rates for unmetered water service shall begin on the date of use of water by the customer, as determined by the General Manager of the Water Department ("General Manager").

Section 4. By Resolution the Board of Water

Commissioners has established a Water Conservation and Water Supply Shortage Plan (the Plan). Pursuant to the Plan, the Board may declare that a Stage 1, Stage 2 or Stage 3 Water Supply Shortage exists, in its sole discretion. Upon such declaration, the Board may increase water rates, by an amount necessary, as determined by the Board but not to exceed the following percentages:

Stage 1 Water Supply Shortage Rate. Water rates may be increased by an amount not to exceed 10% above the pre-shortage rate.

Stage 2 Water Supply Shortage Rate. Water rates may be increased by an amount not to exceed 25% above the pre-shortage rate.

Stage 3 Water Supply Shortage Rate. Water rates may be increased by an amount not to exceed 50% above the pre-shortage rate.

Section 5. Charges for water service through meters at

temporary service connections from fire hydrants or otherwise shall be at the applicable quantitative charge plus the service charge, together with a charge for installing, changing, and removing the meter and fittings in accordance with the "Rules, Regulations and Charges Governing Potable

1 Water, Reclaimed Water, Sewer Service and the Emergency Water  
2 Conservation Plan” of the Water Department.

3 Section 6. A. On October 1, 2012, the service  
4 charge for private fire protection service shall be in accordance with  
5 the following table:

6	<u>Size of Service</u>	<u>Daily Rate</u>
7	2 inch	\$0.872
8	3 inch	\$1.491
9	4 inch	\$2.203
10	6 inch	\$3.754
11	8 inch	\$5.503
12	10 inch	\$7.444
13	12 inch	\$9.383
14	16 inch	\$13.758

15 The service charges in this Section shall only include water used for  
16 fire extinguishing purposes and a reasonable amount of water used for  
17 testing the fire line.

18 B. Whenever the Water Department finds that water through a  
19 private fire protection service is being used for purposes other than fire  
20 extinguishing or testing the fire line, the General Manager may make a  
21 determination of the quantity of water used, the quantitative charges for that  
22 water, and the service charges to be applied. His determination shall be  
23 final. In addition, if water through a private fire protection service is used for  
24 purposes other than fire extinguishing or testing the fire line, the Water  
25 Department may discontinue the private fire protection service or may install  
26 a domestic or fire flow meter, at either the customer's or its expense as the  
27 General Manager may determine, and thereafter the service shall be  
28 classified as regular service and billed at the rates applicable thereto.

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Section 7. The primary purpose of fire hydrants is extinguishing fires and they shall be opened and used only by the Water Department or the Long Beach Fire Department, or such other persons as may be authorized to do so by the General Manager or the Chief of the Fire Department. Where fire hydrants are installed and maintained by the Water Department, there shall be no standby charge made to the Fire Department.

Section 8. A. For all sewer service where the sewer lateral connects to a main line maintained by the Water Department, or the sewer lateral is located in the public right-of-way, the charge for sewer service shall consist of both a daily sewer rate and a volumetric sewer rate.

B. The daily sewer rate shall be in accordance with the following table:

<u>Size of Service</u>	<u>Daily Sewer Rate</u>
5/8 or 3/4 inch	\$0.250
1 inch	\$0.396
1-1/2 inch	\$0.721
2 inch	\$1.046
3 inch	\$2.164
4 inch	\$3.428
6 inch	\$6.315
8 inch	\$9.920
10 inch	\$16.229
12 inch	\$19.838
16 inch	\$32.462

C. The volumetric sewer rate shall be \$0.347 per 100 cubic feet of water furnished where water service size is 5/8 inches or larger. The

1 volumetric sewer rate shall not be applicable to fire services.

2 D. For volumetric sewer rates, there are the following customer  
3 classifications: single family residential; duplex residential; multi-family  
4 residential; City Departments; commercial; and industrial.

5 Volumetric sewer rates for single family residential, duplex residential  
6 and multi-family residential shall be computed based on the average of  
7 actual potable water use during the winter billing periods. The winter billing  
8 periods used will be determined by the meter reading schedule for the  
9 account. The actual winter usage is divided by the number of winter days to  
10 obtain an average volume. The average volume will be the base volume on  
11 which the volumetric sewer rate is charged for the next twelve month period  
12 beginning with May's billing periods. Each year, the average volume will be  
13 recalculated for the succeeding twelve-month period. Exceptions to the  
14 above calculation methodology will use the average volume for the water  
15 service size in which the customer falls as the average volume or a  
16 calculation using available usage information for the account. For those  
17 residential customers with no previous history of use during the winter billing  
18 periods, the average volume for the water service size in which the  
19 customer falls will be used.

20 E. For all users of the sewer system that do not receive a water  
21 bill from the City but where the user's sewer lateral connects to a main line  
22 maintained by the Water Department, or where the sewer lateral is located  
23 in the public right-of-way, the charge for sewer service shall consist of both  
24 a daily sewer rate and a volumetric sewer rate. The daily sewer rate shall  
25 be as provided in Subsection 8(B) of this Resolution. For these customers,  
26 the volumetric sewer rate shall be based on the average volume for the  
27 customer's water service size.

28 F. The City shall collect from all developments and all

1 developments shall be required to pay a capacity charge of Ninety-One  
2 Dollars and Thirty-Seven Cents (\$91.37) per equivalent fixture unit at the  
3 time application for sewer service is made, but in no event later than the  
4 time that the City issues a sewer permit for connection to the City sewage  
5 system, as set forth in the Long Beach Municipal Code and the "Rules,  
6 Regulations and Charges Governing Potable Water, Reclaimed Water,  
7 Sewer Service and the Emergency Water Conservation Plan" of the Water  
8 Department.

9 G. Upon receipt of an application for sewer service, the City's  
10 Department of Development Services (through the Plan Checker for  
11 Plumbing) shall calculate the amount of the capacity charge by: 1)  
12 determining if this resolution applies to the development; and 2) if this  
13 resolution does not apply, indicating same on the application for sewer  
14 service and the reason this resolution does not apply, and processing the  
15 application in accordance with ordinances, resolutions, and regulations; or  
16 3) if this resolution does apply, determining the number of equivalent fixture  
17 units in the development and multiplying that number by the capacity charge  
18 per equivalent fixture unit.

19 H. The sewer capacity charge shall be subject to annual  
20 adjustment, effective October 1 of each year, to reflect the increase of the  
21 Construction Cost Index ("CCI") for Los Angeles as published in the  
22 "Engineering News-Record". The increase shall be calculated each  
23 September by dividing the CCI published in August of the current calendar  
24 year by the CCI published in August of the preceding calendar year; that  
25 figure multiplied by the sewer capacity charge in effect in October shall be  
26 the new sewer capacity charge. No adjustment shall be made to reflect a  
27 decrease in the CCI.

28 I. Funds derived from capacity charges shall be placed in the

1 Sewer Fund and shall be used only for the operation, construction,  
2 reconstruction, acquisition, or maintenance of the City sewage system.

3 J. Anyone who has paid a capacity charge may apply for a full or  
4 partial refund if within one year after payment: 1) the applicant has not been  
5 permitted to connect to the City sewage system; or 2) the development on  
6 which the capacity charge was calculated has been modified pursuant to  
7 applicable City ordinances, resolutions, or regulations, resulting from a  
8 reduction in the number of equivalent fixture units. Refund applications  
9 shall be made on forms provided by the City and shall contain a declaration  
10 under oath of those facts, along with relevant documentary evidence, which  
11 qualify the applicant for the refund. In no event shall a refund exceed ninety  
12 percent (90%) of the amount of the capacity charge actually paid.

13 K. Anyone subject to a capacity charge who constructs, deposits  
14 money into escrow with the City for the construction of, participates in an  
15 assessment district for the construction of, or otherwise contributes money  
16 or improvements to the City for the operation, construction, reconstruction,  
17 acquisition, or maintenance of the City sewage system shall be eligible for a  
18 credit for such contribution against the capacity charge otherwise due. The  
19 amount of the credit shall be the value of the contribution as determined by  
20 the City provided, however, that the credit shall not exceed ninety percent  
21 (90%) of the amount of the capacity charge. Applications for said credit  
22 shall be made on forms provided by the City and shall be submitted at or  
23 before the time of application for sewer service. The application shall  
24 contain a declaration under oath of those facts, along with relevant  
25 documentary evidence, which qualify the applicant for the credit.

26 L. The capacity charge and requirements pertaining thereto shall  
27 not affect in any way the permissible use of property, density of  
28 development, design and improvement standards, public improvement

1 requirements, or any other aspect of the development of land or  
2 construction of buildings which may be imposed by the City pursuant to the  
3 Long Beach Municipal Code, Subdivision Regulations, or other state or local  
4 laws, ordinances or regulations which shall be in effect with respect to all  
5 developments.

6 M. The capacity charge is a charge on development that reflects  
7 a development's proportionate share of the present depreciated value of the  
8 existing City sewage system. As such the capacity charge is additional to  
9 and not in substitution of the following: 1) on-site sewer facility  
10 requirements imposed by the City pursuant to the Long Beach Municipal  
11 Code, Subdivision Regulations, and other state or local laws, ordinances or  
12 regulations; 2) sewer permit fees; 3) connection charges; 4) sewer rates;  
13 and 5) other fees, rates, and charges including but not limited to sewer  
14 standby or immediate availability charges and capital facilities charges for  
15 services or facilities other than as a proportionate share of the present  
16 depreciated value of the existing City sewer system. In no event shall an  
17 applicant for sewer service be obligated to pay fees, rates, or charges in  
18 excess of those calculated pursuant to applicable City ordinances, which  
19 shall not individually or collectively exceed the reasonable cost of providing  
20 sewer service to the development.

21 Section 9. Any term not defined herein which is defined in  
22 the Long Beach Municipal Code or in the "Rules, Regulations and Charges  
23 Governing Potable Water, Reclaimed Water, Sewer Service, and the  
24 Emergency Water Conservation Plan" of the Water Department shall have  
25 the meaning stated therein.

26 Section 10. A. Regular bills for water service and  
27 sewer service shall be issued at intervals of approximately one month  
28 (commonly called "monthly") except in those cases where the

1 General Manager or the Board of Water Commissioners shall  
2 prescribe another billing interval. Insofar as practical, meters shall be  
3 read at regular intervals for the preparation of regular bills, and  
4 meters shall be read as required for the preparation of opening,  
5 closing, and special bills.

6 B. Every water customer and every sewer customer shall be  
7 liable for payment of bills for water service and sewer service. Charges for  
8 water service and sewer service shall be included in municipal utility bills.

9 C. Anyone who has been granted an exemption under Chapter  
10 3.68 of the Long Beach Municipal Code as of the date of this resolution  
11 does not need to file a separate application for exemption hereunder.

12 Section 11. Whenever the correctness of any bill for water or  
13 sewer service is questioned by a customer, the procedures established in  
14 the "Rules, Regulations and Charges Governing Potable Water, Reclaimed  
15 Water, Sewer Service, and the Emergency Water Conservation Plan" of the  
16 Water Department shall be followed.

17 Section 12. The following words shall have the meanings  
18 defined as follows:

19 A. "Billing unit" means one hundred (100) cubic feet of water and  
20 equals 748 gallons;

21 B. "Commercial" refers to activities devoted primarily to business,  
22 property management, or a profession;

23 C. "Industrial" refers to activities devoted primarily to  
24 manufacturing or processing;

25 D. "Interruptible" refers to reclaimed water service that can be  
26 suspended at any time at the Board's discretion, without liability and dependent  
27 upon the Water Department's reclaimed water system needs for such service.

28 E. "Non-peaking" means total average daily demand occurring at

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Long Beach, CA 90802-4664

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a continuous, constant level over a twenty-four (24) hour period;

F. "Peaking" means total average daily demand occurring between the hours of 9:00 p.m. and 6:00 a.m.

G. "Winter billing period" means the time period used for sewer volumetric calculation purposes, which includes bills with a bill prepared date in December, January, February, or March.

Section 13. All other resolutions of the Board of Water Commissioners, or provisions thereof, which conflict with this resolution are hereby rescinded. The charges, conditions, and provisions established in this Resolution shall supersede all others previously established.

Section 14. The Secretary of the Board of Water Commissioners shall certify to the passage of this resolution and it shall take effect by operation of law following its approval by the City Council by ordinance.

I hereby certify that the foregoing resolution was adopted by the Board of Water Commissioners of the City of Long Beach at its meeting held on June 21, 2012, by the following vote:

Ayes:	Commissioners:	TOWNSEND; BLANCO; DALLMAN;
		CLARKE
Noes:	Commissioners:	ALLEN
Absent:	Commissioners:	NONE

CERTIFIED AS A TRUE AND CORRECT COPY  
.....  
SECRETARY TO THE BOARD OF WATER COMMISSIONERS  
CITY OF LONG BEACH, CALIFORNIA  
BY:   
DATE: 6/21/2012

  
Secretary  
Board of Water Commissioners



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I hereby certify that this resolution was adopted by the City Council of the  
City of Long Beach at its meeting of September 4, 2012, by the following vote:

Ayes: Councilmembers: Garcia, Lowenthal, DeLong, O'Donnell,  
Schipske, Johnson, Neal.

Noes: Councilmembers: Austin.

Absent: Councilmembers: Andrews.



City Clerk

OFFICE OF THE CITY ATTORNEY  
ROBERT E. SHANNON, City Attorney  
333 West Ocean Boulevard, 11th Floor  
Long Beach, CA 90802-4664

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1 RESOLUTION NO. WD-1298

2  
3 A RESOLUTION OF THE CITY OF LONG BEACH  
4 BOARD OF WATER COMMISSIONERS ADOPTING THE  
5 ANNUAL BUDGET FOR THE LONG BEACH WATER  
6 DEPARTMENT FOR THE FISCAL YEAR 2012-2013

7  
8 The Board of Water Commissioners of the City of Long Beach resolves as  
9 follows:

10 Section 1. That the annual department budget of the Long Beach Water  
11 Department for the fiscal year 2012-2013, as follows, be and the same is hereby  
12 adopted:

13 WATER

14	Estimated Fund Balance 10-1-2012	\$37,350,135
15	Estimated Revenues	<u>\$88,472,058</u>
16	Total Estimated Resources	\$125,822,193
17	Estimated Expenditures	<u>\$100,245,686</u>
18	Estimated Fund Balance 9-30-2013	\$25,576,507

19  
20 SEWER

21	Estimated Fund Balance 10-1-2012	\$4,594,277
22	Estimated Revenues	<u>\$21,351,082</u>
23	Total Estimated Resources	\$25,945,359
24	Estimated Expenditures	<u>\$21,462,754</u>
25	Estimated Fund Balance 9-30-2013	\$4,482,605

26 Detailed schedules and other data which accompany the budget are  
27 provided for information purposes only and are not intended to limit expenditures.

28 Section 2. The City's Fiscal Year 2012-013 budget development

1 calendar requires submission of proposed budgets to the Mayor by July 1, 2012. To  
2 accommodate the City's schedule, the Water Department must accelerate the adoption of  
3 its Fiscal Year 2012-2013 budget. This requires the Water Department to estimate  
4 certain City budget components including employee fringe benefits and City support  
5 charges. These charges are included in the above budget numbers as estimated  
6 amounts.

7           The Water Department anticipates the final City amounts will be delivered  
8 to the Water Department in July. After the Water Department receives the actual  
9 amounts the Budget of the Long Beach Water Department will need to be revised to  
10 reflect these actual amounts. Therefore, the Board of Water Commissioners authorizes  
11 the General Manager of the Long Beach Water Department to adjust the adopted Water  
12 Fund and Sewer Fund budgeted expenditures for employee fringe benefits and City  
13 support charges by an amount not to exceed 5.0% of the total of such charges included  
14 in the adopted budgets to reflect any increases in City charges above the estimated  
15 amounts budgeted for fiscal year 2012-2013. The General Manager shall make the  
16 necessary adjustments prior to submittal of the Long Beach Water Department budget to  
17 the City.

18           Section 3. The Secretary of the Board of Water Commissioners shall  
19 certify to the passage of this resolution, and cause copies of the same to be filed with the  
20 City Council, the City Auditor and the City Manager.

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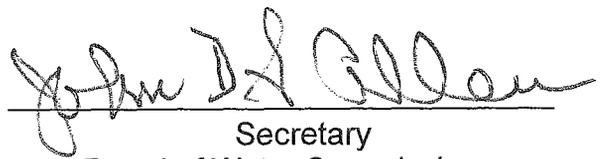
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1 I hereby certify that the foregoing resolution was adopted by the Board of  
2 Water Commissioners of the City of Long Beach, at its meeting of June 21, 2012, by the  
3 following vote:

4 Ayes: Commissioners: TOWNSEND; BLANCO; DALLMAN;  
5 CLARKE

6  
7 Noes: Commissioners: ALLEN

8 Absent: Commissioners: NONE

9  
10  
11   
12 Secretary  
13 Board of Water Commissioners

12 CERTIFIED AS TRUE AND CORRECT COPY  
13 SECRETARY TO THE BOARD OF WATER COMMISSIONERS  
14 CITY OF LONG BEACH, CALIFORNIA  
15 BY:   
16 DATE: 6/21/2012

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1 RESOLUTION NO. RES-12-0085

2  
3 A RESOLUTION OF THE CITY COUNCIL OF THE  
4 CITY OF LONG BEACH AMENDING THE MASTER FEE  
5 AND CHARGES SCHEDULE FOR SPECIFIED CITY  
6 SERVICES FOR CITYWIDE FEES AND CHARGES FOR  
7 THE CITY OF LONG BEACH  
8

9 WHEREAS, the City Council of the City of Long Beach ("City") seeks to  
10 establish service fees and charges to recover the full, lawfully recoverable costs incurred  
11 by the City in providing services to those who request them by amending the Master Fee  
12 and Charges Schedule for specified City services for Citywide fees and charges for the  
13 City of Long Beach; and

14 WHEREAS, it is the City's policy to set fees and charges at full cost  
15 recovery levels, except where a greater public benefit demonstrates the need to impose a  
16 lesser fee or charge to the satisfaction of the City Council, or when it is not cost effective  
17 to do so; and

18 WHEREAS, the City has conducted an extensive analysis of its services,  
19 the costs reasonably borne by the City in providing those services, the beneficiaries of  
20 those services, and the revenues produced by those paying service fees and charges for  
21 said services; and

22 WHEREAS, on September 4, 2012, the City Council, at a duly  
23 noticed public hearing, took public testimony and input regarding certain proposed new or  
24 increased service fees and charges; and

25 WHEREAS, California Government Code Section 66000, et seq.,  
26 authorizes the City to adopt service fees and charges for municipal services, provided  
27 such fees do not exceed the cost to the City of providing the service; and

28 WHEREAS, in accordance with Government Code Section 66016, at least

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Long Beach, CA 90802-4664

1 fourteen (14) days prior to the public hearing at which this Resolution is adopted, notice  
2 of the time and place of the hearing was mailed to eligible interested parties who filed  
3 written requests with the City for mailed notice of meetings regarding new or increased  
4 fees or service charges; and

5 WHEREAS, in accordance with the Government Code 66016, data  
6 regarding the estimated cost of the services and the revenue sources anticipated to  
7 provide the services was available for public review and comment for ten (10) days prior  
8 to the public hearing at which this Resolution was adopted; and

9 WHEREAS, publication of the notice of public hearing was given in  
10 accordance with the provisions of Government Code Section 6062a, ten (10) days in  
11 advance of the public hearing at which the adoption of this Resolution was considered;  
12 and

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

15 Section 1. The facts set forth in the Recitals of this Resolution are true  
16 and correct and are hereby incorporated by reference herein as though set forth in full.

17 Section 2. The City Council hereby approves publication of the Master  
18 Fee and Charges Schedule for FY 2013, as said fees are set forth in Exhibit "A", which is  
19 attached hereto and incorporated herein by this reference, for specified City services for  
20 Citywide fees and charges for the City of Long Beach, including those new, increased or  
21 adjusted fees as set forth in Exhibit "C" which is attached hereto and incorporated herein  
22 by this reference as though set forth herein word for word.

23 Section 3. Said revised Master Fee and Charges Schedule is hereby  
24 directed to be made available to the public for its use for informational purposes, and is  
25 not intended as a re-adoption, modification, or amendment of any existing fee or charge  
26 previously established by resolution, or any previously adopted fee resolution that is not  
27 in conflict with the provisions of this Resolution;

28 Section 4. The City Council hereby further adopts and approves fees and

1 charges that have been increased by the City Cost Index, a calculation of the increase in  
2 the City's cost from Fiscal Year 2012 to Fiscal Year 2013 as set forth and described in  
3 Exhibit "B," which is attached hereto and incorporated herein by this reference, and the  
4 new, increased, or adjusted fees and charges as set forth and described in Exhibit "C."  
5 The fees and charges increased by the City Cost Index and those fees and charges set  
6 forth in said Exhibit "C" shall thereafter be incorporated into the Master Fee and Charges  
7 Schedule for FY 2013 (Exhibit "A"), and shall collectively be known as the Master Fee  
8 and Charges Schedule of the City of Long Beach and may be made available to the  
9 public for its information and review.

10 Section 5. Adoption of the new, increased or adjusted fees and charges  
11 set forth and described in this Resolution, and in Exhibit "C" attached hereto, are  
12 intended to recover costs necessary to provide the services within the City for which the  
13 fees are charged. In adopting the new, increased or adjusted fees and charges set forth  
14 in this Resolution, the City Council of the City of Long Beach is exercising its powers  
15 under Article XI, Section 7 of the California Constitution.

16 Section 6. All requirements of California Government Code Sections  
17 66000, et seq., are hereby found to have been satisfied.

18 Section 7. The fees and charges set forth in Exhibit "C" ("List of  
19 Proposed Fee Adjustments for Fiscal Year 2013") are reasonable estimates of the costs  
20 incurred by the City in providing the services to those who request them. The service  
21 fees and charges for such services are necessary to recover the reasonable, estimated  
22 cost of providing such services.

23 Section 8. The fees and charges adopted and all portions of this  
24 Resolution are severable. Should any of the fees or charges or any portion of this  
25 Resolution be adjudged to be invalid and unenforceable by a body of competent  
26 jurisdiction, then the remaining fees and/or Resolution portions shall be, and continue to  
27 be, in full force and effect, except as to those fees and/or Resolution portions that have  
28 been adjudged invalid. The City Council of the City of Long Beach hereby declares that it

1 would have adopted each of the fees or charges and this Resolution and each section,  
2 subsection, clause, sentence, phrase and other portion thereof, irrespective of the fact  
3 that one or more of the service fees, charges or sections, subsections, clauses,  
4 sentences, phrases or other portions of this Resolution may be held invalid or  
5 unconstitutional.

6           Section 9. All provisions of prior City Council ordinances and resolutions  
7 establishing fees are hereby rescinded and repealed in part or in whole to the extent of  
8 any conflict between said ordinances and resolutions and the provisions established by  
9 this Resolution.

10           Section 10. The establishment of fees and charges herein is exempt from  
11 the requirements of the California Environmental Quality Act (CEQA) pursuant to Public  
12 Resources Code Section 21080(b)(8) and the adoption of this Resolution is for the  
13 purposes of inter alia: (1) meeting operating expenses; (2) purchasing or leasing  
14 supplies, equipment or materials; (3) meeting financial reserve needs and requirements;  
15 or (4) obtaining funds for capital projects, necessary to maintain service within the various  
16 areas of the City.

17           Section 11. This resolution shall take effect immediately upon its adoption  
18 by the City Council, and the City Clerk shall certify the vote adopting this resolution.

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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 September 4, 2012, by the following vote:

Ayes: Councilmembers: Garcia, Lowenthal, DeLong,  
O'Donnell, Schipske, Johnson,  
Austin, Neal.

Noes: Councilmembers: None.

Absent: Councilmembers: Andrews.

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

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ROBERT E. SHANNON, City Attorney  
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Long Beach, CA 90802-4664



1 Government, and those departments, bureaus and divisions not otherwise  
2 created are hereby created and established; and the City Council  
3 consolidates those departments, bureaus and divisions indicated in this  
4 Section:

5 A. City Auditor Department;

6 B. City Clerk Department with the following bureaus:

7 1. Legislative Bureau;

8 2. Elections Bureau; and

9 3. Administration Bureau;

10 C. City Manager Department;

11 D. City Prosecutor Department;

12 E. Civil Service Department with the following divisions:

13 Administration and Support Services; and the following bureau and division:

14 1. Employment Services Bureau with the following  
15 divisions: Employment Services; and Recruitment Services;

16 F. Development Services Department with the following division:

17 Communications; and the following bureaus and divisions:

18 1. Planning Bureau with the following divisions: Planning;  
19 and Historic Preservation;

20 2. Housing and Community Improvement Bureau with the  
21 following divisions: Housing Services; Community Improvement; and  
22 Operations;

23 3. Neighborhood Services Bureau with the following  
24 divisions: Neighborhood Improvement; Grant Administration; Code  
25 Enforcement; and Nuisance Abatement;

26 4. Administration and Financial Services Bureau with the  
27 following divisions: Administrative Services; and Financial Services; and

28 5. Building and Safety Bureau with the following divisions:

1 Engineering Services; Inspection Services; and Permit Center;

2 Whenever the Charter or ordinances of the City or other applicable  
3 laws provide that certain duties and functions shall be performed either by  
4 the Planning Department or the head of the Planning Department, by the  
5 Department of Building and Safety or the Superintendent of Building and  
6 Safety, or the Community Development Department or the head of the  
7 Community Development Department, such duties and functions shall be  
8 performed by the head of the Development Services Department or his or  
9 her designee;

10 G. Disaster Preparedness and Emergency Communications  
11 Department with the following bureaus:

- 12 1. Disaster Preparedness Bureau; and
- 13 2. Communication and Dispatch Bureau;

14 H. Financial Management Department with the following  
15 divisions: Administrative Services; Financial Systems; and the following  
16 bureaus and divisions:

17 1. City Controller/Accounting Bureau with the following  
18 divisions: Accounting Operations and Tidelands; Grants/Successor Agency  
19 and Payroll; and Accounts Payable/CIP;

20 2. Business Relations Bureau with the following division:  
21 Purchasing; and Special Projects;

22 3. Commercial Services Bureau with the following  
23 division: Financial Services;

24 4. Treasury Operations Bureau with the following  
25 divisions: Cash Management; and Investment Management; and

26 5. Budget and Performance Management Bureau with the  
27 following divisions: Budget Management; Revenue Management;  
28 Operations Analysis; and Revenue Analysis and Special Projects; and

- 1                                   6.     Financial Controls Bureau with the following division: Controls  
2     Operations;
- 3                                   I.     Fire Department with the following bureaus and divisions:
- 4                                   1.     Administration Bureau;
- 5                                   2.     Fire Prevention Bureau with the following divisions:  
6     Code Enforcement; and Community Services/Public Education;
- 7                                   3.     Operations Bureau with the following divisions:  
8     Operations/Facilities; Marine Safety; and Emergency Medical Services;
- 9                                   4.     Support Services Bureau with the following division:  
10    Training/Fleet Management;
- 11                                  J.     Health and Human Services Department with the following  
12    bureaus and divisions:
- 13                                  1.     Physician Services Bureau;
- 14                                  2.     Community Health Bureau with the following divisions:  
15    Nutrition Services; and Homeless Services;
- 16                                  3.     Environmental Health Bureau;
- 17                                  4.     Preventive Health Bureau with the following divisions:  
18    Preventive Services; Nursing Services; and Laboratory Services;
- 19                                  5.     Support Services Bureau with the following divisions:  
20    Financial Services; and Personnel Services; and
- 21                                  6.     Housing Authority Bureau with the following divisions:  
22    Housing Assistance, and Special Housing Projects;
- 23                                  K.     Human Resources Department with the following divisions:  
24    Employee Benefits and Services; and Equal Employment and Americans  
25    with Disabilities Act; and the following bureaus and divisions:
- 26                                  1.     Risk Management Bureau with the following divisions:  
27    Loss Control and Prevention; Workers' Compensation Coordination; and  
28    Occupational Health Services;

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2. Leadership and Organizational Development Bureau  
with the following divisions: Administration; and Leadership and  
Organizational Development;

3. Personnel Operations Bureau; and

4. Workforce Development Bureau with the following  
divisions: Workforce Operations; Workforce Development;  
Communications; and Workforce Development Board;

L. Law Department;

M. Legislative Department;

N. Library Services Department with the following divisions:  
Administrative and Facility Management; Youth Services; and the following  
bureaus:

1. Automated Services Bureau;

2. Branch Library Services Bureau; and

3. Main Library Services Bureau;

O. Long Beach Airport Department with the following division:  
Airport Engineering; and the following bureaus and divisions:

1. Business Operations Bureau with the following divisions:  
Finance and Administration; Leasing and Business Development; Public Affairs;  
and Noise and Environmental Compliance; and

2. Airport Operations Bureau with the following divisions:  
Operations; Maintenance and Facilities; Airport Security; and Building  
Services;

P. Long Beach Gas & Oil Department with the following bureaus  
and divisions:

1. Business Operations Bureau with the following  
divisions: Personnel Services; Financial Services; Safety; Call Center  
Services; and Energy Services;

- 1                               2.     Gas Services Bureau with the following division:
- 2     Customer Service;
- 3                               3.     Engineering and Construction Bureau with the following
- 4     divisions: Pipeline Maintenance; and Engineering;
- 5                               4.     Electric Generation Bureau with the following division:
- 6     SERRF Operations; and
- 7                               5.     Gas and Oil Operations Bureau with the following
- 8     divisions: Planning and Unit Operations; Production and Environmental
- 9     Safety; and Subsidence and Reservoir;

10                           Whenever the Charter or ordinances of the City or other applicable  
11     laws provide that certain duties and functions shall be performed either by  
12     the Oil Properties Department or the head of the Oil Properties Department,  
13     such duties and functions shall be performed by the head of the Long  
14     Beach Gas and Oil Department or his or her designee;

15                           Q.     Parks, Recreation and Marine Department with the following  
16     division: Special Projects; and the following bureaus and divisions:

- 17                           1.     Business Operations Bureau with the following
- 18     divisions: Personnel and Training; Finance and Controls; Contract
- 19     Management and Golf Operations; Accident Prevention and Safety; and
- 20     Community Information and Graphics;
- 21                           2.     Community Recreation Services Bureau with the
- 22     following divisions: Citywide Administration; Community Services; Area I;
- 23     Area II; Area III; Citywide Programs; Citywide Services; Aquatics; Rangers;
- 24     and Historic Sites;
- 25                           3.     Maintenance and Development Bureau with the
- 26     following divisions: Park Facilities Maintenance; Marine Maintenance;
- 27     Beach Maintenance/Queensway Bay; Grounds Maintenance and
- 28     Development;

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- 4. Marine Bureau with the following division:  
Administration; and
- 5. Animal Care Services Bureau;
- R. Police Department with the following divisions: Chief of Staff;  
Internal Affairs; Employee Assistance; and the following bureaus and  
divisions:
  - 1. Investigations Bureau with the following divisions:  
Detective; Gang/Violent Crimes; and Forensic Science Services;
  - 2. Patrol Bureau with the following divisions: Patrol -  
East; Patrol - North; Patrol - South; Patrol - West; and Field Support;
  - 3. Administration Bureau with the following divisions:  
Fiscal; Records; and Personnel; and
  - 4. Support Bureau with the following divisions: Jail;  
Training; and Emergency Operations;
- S. Public Works Department with the following bureaus and  
divisions:
  - 1. Business Operations Bureau with the following  
divisions: Budget Services; and Personnel Services;
  - 2. Public Services Bureau with the following divisions:  
Traffic Operations; Street Maintenance; Facilities Management; and Safety  
and Disaster Preparedness;
  - 3. Engineering Bureau with the following divisions:  
Construction Management; Design; Storm Water/Environmental  
Compliance; Project Management; Transportation Engineering; Mobility  
Programs; Parking Operations; and Capital Improvement;
  - 4. Environmental Services Bureau with the following  
divisions: Recycling and Waste Reduction; Operations; Refuse; and Street  
Sweeping/Clean Long Beach;

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5. Fleet Services Bureau with the following divisions:  
Fleet Operations; Fleet Acquisitions; Fleet Maintenance; and Towing/Lien  
Sales; and

6. Asset Management Bureau with the following divisions:  
Real Estate Acquisitions; and Real Estate Leasing;

T. Technology Services Department with the following division:  
Administrative Services; and the following bureaus and divisions:

1. Operations Support Bureau with the following divisions:  
Finance; and Office Services;

2. Infrastructure Services Bureau with the following  
divisions: Telecommunications; Wireless Communications; and Operations  
Center;

3. Business Information Services Bureau with the  
following divisions: Business Information Systems; and Business  
Information Technology; and

4. Customer Services Bureau with the following divisions:  
Customer Support; Video Communications; and Office Services.

Section 3. The City Clerk shall certify to the passage of this ordinance by  
the City Council and cause it to be posted in three (3) conspicuous places in the City of  
Long Beach, and it shall take effect on the thirty-first (31st) day after it is approved by the  
Mayor.

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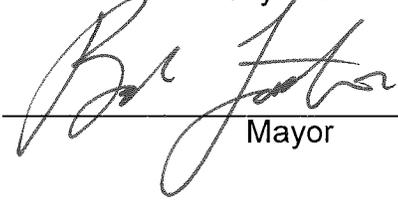
I hereby certify that the foregoing ordinance was adopted by the City Council of the City of Long Beach at its meeting of September 11, 2012 by the following vote:

Ayes: Councilmembers: Garcia, Lowenthal, DeLong,  
O'Donnell, Schipske, Andrews,  
Johnson, Austin.

Noes: Councilmembers: None.

Absent: Councilmembers: Neal.

  
City Clerk

  
Mayor

Approved: 9/21/12  
(Date)

OFFICE OF THE CITY ATTORNEY  
ROBERT E. SHANNON, City Attorney  
333 West Ocean Boulevard, 11th Floor  
Long Beach, CA 90802-4664

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RESOLUTION NO. RES-12-0086

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-11-0105 adopted on September 6, 2011, 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 September 6, 2011; and

WHEREAS, it is now the desire of the City Council to confirm, readopt, amend and restate the provisions of Resolution No. RES-11-0105, 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:

1 SALARY RESOLUTION

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OFFICE OF THE CITY ATTORNEY  
ROBERT E. SHANNON, City Attorney  
333 West Ocean Boulevard, 11th Floor  
Long Beach, CA 90802-4664

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1                   **Section 1. TITLE**

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

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

6 There are hereby created and established the offices and positions set forth and listed in  
7 Attachment A, except as otherwise provided in this resolution, the compensation for each  
8 office and position is hereby fixed and prescribed at one of the pay rates within the Salary  
9 Ranges set forth in the Salary Schedules in Attachment B, which pay rates are indicated  
10 opposite each listed office and position by a Salary Range Number, together with such  
11 additional compensation, if any, as provided herein or by applicable ordinance.

12                   **Section 3. POSITION COMPENSATION DESIGNATION**

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

21                   **Section 4. POSITION DUTIES**

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

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

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

1 biweekly installments, and such installments shall be paid every other Friday in  
2 accordance with and in continuation of the schedule of biweekly pay periods and paydays  
3 established and commenced by the provisions of Section 4 of Resolution No. C-22338.

4 **Section 6. EMPLOYMENT COMPENSATION**

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

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

19 The compensation prescribed herein shall remain in effect until superseded by the City  
20 Council, to reflect adjustments in compensation provided for in applicable memoranda of  
21 understanding and as otherwise prescribed by the City Council for employees not  
22 covered by memoranda of understanding.

23 **Section 8. COMPENSATION COMPUTATION**

24 A. Hourly

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

1 pay rate shall include any additional compensation applicable.

2 B. 56-Hour Equivalent

3 The "56-hour equivalent" pay rate per hour for Fire Department safety  
4 personnel, Marine Safety Sergeants, and Marine Safety Officers assigned to platoon duty  
5 shall be determined by dividing the biweekly pay rate established for each position  
6 including skill and incentive pay rates, if applicable, by one hundred and twelve.

7 C. Un-permitted Absences

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

16 D. Platoon Pay Reduction

17 When any Fire Department safety employee, Marine Safety Sergeants, and  
18 Marine Safety Officers assigned to platoon duty, who, for any reason other than those  
19 reasons indicated in the last sentence of this Subsection, is not entitled to receive the full  
20 amount of his/her biweekly installment of salary for any pay period, the number of hours  
21 or fraction of hours for which pay is not due shall be multiplied by 2/3rds and the product  
22 shall be multiplied by the employee's applicable pay rate per hour including skill and  
23 incentive pay rates, if applicable, and this amount shall be subtracted from the  
24 employee's regular biweekly installment. Whenever a Fire Department safety employee,  
25 Marine Safety Sergeant, or Marine Safety Officer who is assigned to platoon duty is  
26 hired, terminated, on departmental leave, or on leave approved by the appointing  
27 authority during any part of a pay period so that said employee is not on active duty with  
28 the City for part of the fourteen day pay period, then 1/14th of the amount of the

1 employee's biweekly installment shall be subtracted for each such day of inactive service.

2 E. Platoon Overtime

3 For purposes of determining the cash compensation to be paid for overtime  
4 (as defined in the Personnel Ordinance) worked by Fire Department safety personnel,  
5 Marine Safety Sergeant, and Marine Safety Officer assigned to platoon duty, the "56-hour  
6 equivalent" pay rate per hour shall apply.

7 **Section 9. PAY DEDUCTION AUTHORIZATION**

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

16 **Section 10. SALARY SCHEDULES**

17 Pay rates for all offices and positions hereinafter referred to in Attachment A are set forth  
18 in Salary Schedules I and IA as set forth in Attachment B. The pay rates set forth in  
19 Salary Schedules I and IA shall be operative on and after 12:01 a.m. of October 1, 2010.

20 **Section 11. PAY RATES**

21 The biweekly salary of any employee of the City who is originally appointed to any office  
22 or position listed in or created and established in this resolution shall be at Pay Rate Step  
23 1 of the Salary Range Number of the Salary Schedule designated herein for such office  
24 or position. In those cases where positions are designated by grade numbers, the  
25 biweekly salaries of such employees shall be computed based upon one of the pay rates  
26 designated for the grade thereof as shall be determined from time to time by the  
27 appropriate appointing authority. The City Council may, however, by resolution,  
28 specifically designate that the pay rate of any employee is fixed at some other pay rate

1 included within said Salary Schedule, without limitation as to grade or numerical  
2 designation. The appropriate appointing authority may designate the initial Pay Rate  
3 Step or increment of any employee under his/her jurisdiction within the Salary Range  
4 established herein for said employee's position.

5 **Section 12. "H" RATES**

6 As to those positions for which there is an "H" pay rate specified as well as the regular  
7 pay rate, the appointing authority may specify, at the time of making an appointment or at  
8 any time thereafter, that the appointee to such position is to be paid at the "H" rate or at a  
9 regular pay rate.

10 **Section 13. PAY RATE PROGRESSION**

11 A. Seven-Step Pay Rate Progression

12 Except for the employees referenced in subsection B, C and D below, after  
13 an employee has served an initial six-month period of employment in a position at a pay  
14 rate designated as Pay Rate Step 1 in the Salary Schedule established by Section 11 of  
15 this resolution, the salary of such employee shall be at the applicable pay rate designated  
16 as Pay Rate Step 2; after a second six-month period of employment, the salary of such  
17 employee shall be at the applicable pay rate designated as Pay Rate Step 3. Thereafter,  
18 the pay rate of such employee shall successively be at the applicable pay rate  
19 respectively designated as Pay Rate Step 4, 5, 6 or 7, upon his/her successive  
20 completion of a one-year period of employment at the preceding pay rate. If the initial  
21 salary of any employee has been specifically designated at a pay rate other than Pay  
22 Rate Step 1 or Step 2, his/her pay rate thereafter, shall, upon his/her successful  
23 completion of a one-year period of employment at that pay rate, be at the next  
24 successively higher applicable Pay Rate Step.

25 B. Five-Step Pay Rate Progression

26 Employees covered by an existing Memorandum of Understanding with the  
27 Long Beach Police Officers Association, Long Beach Firefighters Association, the City  
28 Attorneys Association or the City Prosecutors Association, who have served an initial six-

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

11 C. Lifeguards-Seasonal and Lifeguards-Hrly

12 Commencing on October 1, 2001, all employees in the positions of  
13 Lifeguard-Seasonal and Lifeguard-Hourly shall, be eligible for advancement to the next  
14 successively higher Pay Rate Step, as follows: For the purpose of computing eligibility  
15 for advancement from Pay Rate Step 1 to Pay Rate Step 2, an employee in the position  
16 of Lifeguard-Seasonal or Lifeguard-Hourly, must successfully complete the Lifeguard  
17 Recruit Academy (approximately 80 hours). For the purpose of computing eligibility for  
18 advancement from Pay Rate Step 2 to Pay Rate Step 3, the amount of six hundred hours  
19 actually paid to such an employee in the position of Lifeguard-Seasonal or Lifeguard-  
20 Hourly shall be considered as the equivalent of a six-month period of employment, and  
21 the amount of eight hundred hours actually paid to such an employee shall be considered  
22 for the purposes of computing eligibility for advancement from Pay Rate Steps 3, 4 and 5  
23 to the next successively higher Pay Rate Step.

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

1 hours previously earned toward a step increase.

2 D. Ambulance Operator

3 Any Ambulance Operator that has successfully served 1,044 Scheduled  
4 Work Hours at Salary Range P-24 shall be placed at Salary Range P-25. Any  
5 Ambulance Operator that has successfully served 2,088 Scheduled Work Hours at Salary  
6 Range P-25 shall be placed at Salary Range P-27. Overtime is excluded from the  
7 Scheduled Work Hour calculation.

8 **Section 14. PAY FOR PERFORMANCE**

9 Employees who are covered by an existing Memorandum of Understanding with the  
10 International Association of Machinists and Aerospace Workers, the Long Beach  
11 Association of Confidential Employees, and the Long Beach Association of Engineering  
12 Employees, who, receive an overall Meets Job Requirements rating on the majority of the  
13 rating factors on the most recently completed Employee Performance Appraisal form,  
14 and who have served an initial six-month period of employment in a position at a pay rate  
15 designated as Pay Rate Step 1 in the Salary Schedule established by Section 11 of this  
16 resolution, the salary of such employee shall be at the applicable pay rate designated as  
17 Pay Rate Step 2; after a second six-month period of satisfactory performance of  
18 employment, the salary of such employee shall be at the applicable pay rate designated  
19 as Pay Rate Step 3; and after another six-month period of satisfactory performance Pay  
20 Rate Step 4. Thereafter, the pay rate of such employee shall successively be at the  
21 applicable pay rate respectively designated as Pay Rate 5, 6, or 7 upon his/her  
22 successive completion of a one-year period of employment at the preceding pay rate. If  
23 the initial salary of any employee has been specifically designated at a pay rate other  
24 than Pay Rate Step 1, 2, or 3, his or her pay rate thereafter, shall, upon his or her  
25 successful completion of a one-year period of employment at that pay rate, be at the next  
26 successively higher applicable Pay Rate Step.

27 **Section 15. PAY FOR EXECUTIVES/PROFESSIONALS**

28 A. Salary Ranges

1           The provisions of this resolution relating to assignment of employees to Pay  
2 Rate Steps and to automatic pay step advancement shall not apply to employees in  
3 positions which have been assigned to an Executive or Professional Salary Range in  
4 Attachment A of this resolution. The level of compensation of employees in such  
5 positions shall be determined on a merit basis, and said employees shall be initially  
6 placed by the appropriate appointing authority at a level of compensation within the  
7 applicable Executive or Professional Salary Range which has been designated by this  
8 resolution for said employee's position. After such an employee has been initially placed  
9 at a level of compensation within the applicable Executive or Professional Salary Range,  
10 the appropriate appointing authority shall have the sole and exclusive discretion to  
11 increase or decrease said employee's level of compensation within the applicable  
12 Executive or Professional Salary Range assigned by this resolution for said employee's  
13 level of compensation within the applicable Executive or Professional Salary Range  
14 assigned by this resolution for said employee's position which the appointing authority  
15 shall determine to be the proper level of compensation as merited by the performance  
16 and demonstrated ability of said employee through an evaluation process; provided,  
17 however, that the sum total of all said percentage increases or decreases in  
18 compensation for any such employee shall not exceed seven percent during any fiscal  
19 year without approval of the City Council. Evaluation shall be no more than once in any  
20 six-month period.

21           B.       Merit Increases and Performance Incentive Compensation

22           In addition to and apart from any merit increase provided in Paragraph A.,  
23 and except as provided for in Subsection 15.C., each officer or employee assigned to the  
24 Executive Salary Range (E00) shall be eligible to participate in and receive Individual  
25 Performance Incentive Compensation, the purpose of which is to compensate  
26 management employees for distinguished and outstanding performance for the periods  
27 for which said Performance Incentive Compensation is paid and in further anticipation of  
28 continued distinguished and outstanding performance in subsequent periods.

1           At or near the commencement of the applicable fiscal year, an eligible  
2 employee and the City Manager or his designee shall develop and establish a written and  
3 approved performance plan for said employee, which sets forth objectives or targeted  
4 results for the ensuing fiscal year or remaining portion thereof. Outstanding performance  
5 in the attainment of these objectives or targeted results, or distinguished performance in  
6 a specific project or program shall qualify the employee for Individual Performance  
7 Incentive Compensation. Such incentive compensation may be paid to any eligible  
8 officer or employee in an amount not to exceed three thousand five hundred dollars per  
9 fiscal year based upon the evaluation and determination by the City Manager of the  
10 employee's performance under the previously approved performance plan.

11           C.     City Attorney's Office, the City Auditor's Office and the City  
12 Prosecutor's Office

13           For the City Attorney's Office, the City Auditor's Office and the City  
14 Prosecutor's Office only, each employee assigned to the Executive Salary Range (E00)  
15 or to the Professional Salary Range (A00 through D00) shall be eligible to participate and  
16 receive Individual Performance Incentive Compensation. It shall be in the exclusive  
17 discretion of the elected appointing authority to determine which among their eligible  
18 employees will participate in Individual Performance Incentive Compensation.

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

1 the previously approved employee performance plan.

2 **Section 16. ELECTED OFFICIALS ANNUAL ADJUSTMENT**

3 Effective July 1, 1995, and every July 1 thereafter, the annual salary ranges of all elected  
4 officials will be adjusted in accordance with the provisions of Section 203 of the City  
5 Charter.

6 **Section 17. PROMOTIONS**

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

26 **Section 18. OVERTIME**

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

1 definitions, conditions, and requirements of the Personnel Ordinance and in accordance  
2 with and pursuant to the Fair Labor Standards Act (FLSA), except that the additional  
3 compensation for overtime exempt from FLSA shall not include uncontrolled standby  
4 amounts in the computation.

5 **Section 19. VACATION PAY-OFF**

6 Subject to the requirements and conditions of Section 4.06 of the Personnel Ordinance  
7 relating to the availability of funds, every employee who shall consent to forego and shall  
8 forego the taking of any annual vacation or portion thereof at the request of his/her  
9 department head and also of the City Manager or other appropriate appointing authority  
10 as provided in the Personnel Ordinance shall be paid as additional compensation a sum  
11 computed by multiplying the hourly rate of compensation prescribed by this resolution for  
12 the position held by said employee by the number of vacation hours which the employee  
13 shall forego. For members of the Fire Department on platoon duty, compensation is  
14 computed by multiplying the number of vacation hours by two-thirds of the hourly rate.  
15 Work performed by the employee during said vacation period shall not be considered as  
16 overtime or "extra time worked" as provided in the Personnel Ordinance.

17 **Section 20. IN-LIEU HOLIDAY PAY**

18 Section 4.01(e) and (f) of the Personnel Ordinance permit certain City employees to be  
19 absent thirteen working days yearly with full pay, to be prorated monthly, in lieu of  
20 absence of the employee on the holidays enumerated in Section 1.05 of the Personnel  
21 Ordinance. Subject to the prior approval of the appropriate appointing authority, an  
22 employee may accumulate and carry over such properly authorized unused "in lieu of  
23 holiday" time off for no longer than the close of the second calendar year immediately  
24 following the calendar year in which such time off was earned. In the event that such  
25 accumulated "in lieu of holiday" time off is not taken as time off by the employee by the  
26 end of the second calendar year immediately following the calendar year in which it was  
27 earned, then such accumulated time off shall be forfeited by the employee and no  
28 compensation shall thereafter be paid therefore.

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

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

17 **Section 21. Jury Duty**

18 All employees who receive a jury summons and are required to service jury  
19 duty will be provided paid release time in accordance with the applicable Memorandum of  
20 Understanding. Unrepresented Miscellaneous employees will be provided paid release  
21 time up to 80 hours when required to serve jury duty. Employees must inform their  
22 supervisor immediately to accommodate work schedule changes. Employees who are  
23 on jury service will have their work schedule changed to the day shift for each day they  
24 are on jury service and are scheduled to work. Employees dismissed from jury service in  
25 time to arrive at work at least 2 hours prior to the completion of the shift must report back  
26 to work.

27 **Section 22. Bereavement Leave**

28 In addition to the immediate family members provided in Section 2.09 of the

1 Personnel Ordinance, great-grandfather and great-grandmother are defined as  
2 immediate family members. Additionally, all unrepresented employees shall be entitled  
3 to the same domestic partner provisions for sick leave and bereavement leave as is  
4 contained in the Memorandum of Understanding with the International Association of  
5 Machinists.

6 **Section 23. Option for Certain Peace Officer Employees**

7 As provided in Subsection (g) of Section 4.01 of the Personnel Ordinance,  
8 Police Sergeants assigned to Arrest Review and Communications Center and Police  
9 Officers, Police Corporals and Police Sergeants assigned to Business Desk on October  
10 1, 1997, will have the option of receiving:

11 A. One extra holiday per month, or  
12 B. One thousand dollars annually, to be prorated monthly and paid on  
13 the first pay period ending after December 1 of each year. The option may be selected  
14 once per year. The benefit will be prorated for persons entering or leaving the  
15 assignment. (For purposes of proration, if at least fifty percent of the month is served in  
16 the assignment, the full month shall be counted. If less than fifty percent is served, the  
17 month shall not be counted.)

18 C. Eligibility for the above-mentioned benefits shall terminate at the time  
19 the employee leaves the position. Any employee newly assigned to any of the above-  
20 referenced positions on or after October 1, 1997, shall not be eligible to receive either the  
21 holiday or cash payment benefits.

22 **Section 24. EXECUTIVE LEAVE**

23 Employees of the City of Long Beach with the position title of City Manager, City Clerk,  
24 Office Manager - City Prosecutor, and Management Assistant, and positions with the  
25 designated salary ranges of C00, D00, and E00, are hereby designated as being eligible  
26 to be granted executive leave by the appropriate appointing authority or department  
27 head, in accordance with and pursuant to the provisions of Section 4.10 of the City  
28 Personnel Ordinance. In addition to the five days granted to eligible employees in

1 Section 4.10 of the Personnel Ordinance, the appointing authority may grant up to eighty  
2 additional hours executive leave per calendar year for management employees.

3 **Section 25. TEMPORARY ASSIGNMENTS**

4 A. Training and Development

5 An employee temporarily assigned to perform duties not ordinarily attached  
6 to his/her position for the purpose of training and development pursuant to Section 63(3)  
7 of the Civil Service Rules and Regulations will be compensated at the salary rate fixed  
8 and prescribed by this resolution for the position involving the duties to which temporary  
9 assignment has been made and at the step most closely approximating the pay rate of  
10 the employee immediately prior to the temporary assignment provided that in no event  
11 shall the pay rate for the temporary assignment exceed the employee's pay rate  
12 immediately prior to the temporary assignment.

13 B. Rehabilitation or Recovery from a Medical Condition

14 An employee temporarily assigned to perform duties not ordinarily attached  
15 to his/her position, for the purpose of rehabilitation or the recovery from a medical  
16 condition that has been certified by the City Health Officer, pursuant to Section 63(5) of  
17 the Civil Service Rules and Regulations, will be compensated at the salary rate fixed and  
18 prescribed by this resolution for the position involving the duties to which temporary  
19 assignment has been made and at the step most closely approximating the pay rate of  
20 the employee immediately prior to the temporary assignment provided that in no event  
21 shall the pay rate for the temporary assignment exceed the employee's pay rate  
22 immediately prior to the temporary assignment.

23 C. Y-Rate

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

1           D.     Refuse Career Development Program

2           The Y-rate shall apply to employees in the positions of Refuse Operator I, II  
3 and III who participate in the Refuse Career Development Program and are transferred  
4 for training purposes pursuant to Section 63(3). Upon completion of training and when  
5 permanently transferred to the position in which training was completed, the hourly pay  
6 rate of Refuse Operator I, II and III will continue to be Y-rated until such time as the top  
7 step of the employee's new position is equal to or surpasses the employee's Y-rate.

8                   **Section 26. ACTING PAY**

9     The City Manager may assign an employee of the City to perform as the acting  
10 department head, assistant department head, bureau head or division head of any  
11 department under the City Manager's supervision and control, whenever a vacancy  
12 occurs in any of such positions or when the City Manager determines that the incumbent  
13 department head, assistant department head, bureau head or division head is unable to  
14 perform the duties of his/her position, and such an assignment is necessary for the  
15 efficient and effective operation of the department, bureau or division. The appropriate  
16 appointing authority of any department not under the jurisdiction of the City Manager may  
17 assign an employee of that department to perform as the acting department head,  
18 assistant department head, bureau head or division head whenever a vacancy occurs in  
19 any of such positions or when said appointing authority determines that the incumbent  
20 department head, assistant department head, bureau head or division head is unable to  
21 perform the duties of his/her position and such an assignment is necessary for the  
22 efficient and effective operation of the department, bureau or division. During the time  
23 the employee is so assigned and is performing in said acting capacity, the employee shall  
24 be entitled to receive the compensation designated by the City Manager or the  
25 appropriate appointing authority at one of the salary rates fixed and prescribed by this  
26 resolution for the position to which said employee is assigned.

27                   **Section 27. HIGHER CLASSIFICATION PAY**

28           A.     International Association of Machinists and Aerospace Workers

1           Each employee represented by the International Association of Machinists  
2 and Aerospace Workers who is required to perform the full range of duties in a higher-  
3 level classification or grade level position that is vacant, up to and including division  
4 manager, shall be paid an additional eighty cents (\$0.80) per hour providing the following  
5 conditions are met:

6           1.     The higher-level duties performed must be those of a permanent  
7 budgeted position that is vacant, either temporarily because of absence or reassignment  
8 of the regular employee or vacant due to resignation, termination or other such action.

9           2.     In no event shall the total compensation paid to the employee for  
10 regular salary and higher classification pay exceed the sixth step of the higher  
11 classification or grade level.

12          3.     The temporary appointment to the higher classification must be  
13 approved by the Department Head or designee.

14           B.     Long Beach Association of Engineering Employees

15           Each employee represented by the Long Beach Association of Confidential  
16 Employees, and the Long Beach Association of Engineering Employees, who is required  
17 to perform the full range of duties in a higher-level classification or grade level position  
18 that is vacant, up to and including division manager, shall be paid an additional eighty  
19 cents (\$0. 80) per hour providing the following conditions are met:

20          1.     The employee who is assigned the higher-level duties of the vacated  
21 position must work at least forty (40) consecutive hours once per calendar year in said  
22 position in order to qualify for the higher classification pay.

23          2.     The higher-level duties performed must be those of a permanent  
24 budgeted position that is vacant, either temporarily because of absence or reassignment  
25 of the regular employee or vacant due to resignation, termination or other such action.

26          3.     In no event shall the total compensation paid to the employee for  
27 regular salary and higher classification pay exceed the sixth step of the higher  
28 classification or grade level.

1                   4.     The temporary appointment to the higher classification must be  
2 approved by both the Department Head or designee and the Director of Human  
3 Resources.

4                   C.     Public Safety Dispatchers

5                   Each employee in the classification of Public Safety Dispatcher II shall  
6 receive special pay equivalent to the difference between top step Public Safety  
7 Dispatcher II and Public Safety Dispatcher III for each hour assigned to and performing  
8 training duties.

9                   **Section 28. SKILL PAY**

10 When an employee classified in one of the positions listed in Attachment C is regularly  
11 assigned to perform and does perform the occupational skill described in the column  
12 hereof designated "Skill", said employee shall be paid on a per diem, hourly rate or one-  
13 time payment (bonus) basis, as indicated herein, the amount of additional compensation  
14 set forth in the column designated "Additional Compensation" opposite the described  
15 skill. The additional compensation prescribed herein shall be paid to the employee at an  
16 hourly rate only if said employee is assigned to regularly perform said occupational skill  
17 on a daily basis. If an employee is not regularly assigned to perform said occupational  
18 skill on a daily basis, then the additional compensation prescribed herein shall be paid at  
19 a per diem rate, and said per diem skill pay shall be paid only for each work day that said  
20 employee actually performs said occupational skill, and such employee is not entitled to  
21 receive and shall not be paid per diem skill pay for any day that said employee does not  
22 work or is absent from work on a permitted absence. For purposes of this Section, any  
23 employee in a non-career position shall receive skill pay in the same manner as  
24 prescribed for a comparable employee in the classified career service and need not be  
25 specifically designated in the following table(s) unless there is no comparable classified  
26 position.

27                   The skill notes listed in Attachment C shall be effective on and after April 1,  
28 2000.

1                                   **Section 29. NIGHT SHIFT DIFFERENTIAL**

2 In addition to the compensation provided by Section 3 hereof, a night shift differential of  
3 one dollar and twenty-five cents (\$1. 25) per hour shall be paid to any permanent full-time  
4 employee in the IAM bargaining units whose regular schedule requires said employee to  
5 work between the hours of 6:00 p.m. and 6:00 a.m., provided that:

6                                   A.     Night Shift

7                                   The employee works one-half or more of his/her regularly scheduled shift  
8 between the hours of 6:00 p.m. and 6:00 a.m. Such employee shall be eligible to be paid  
9 the additional rate established by this Section for each hour worked during the entire  
10 shift; or

11                                  B.     Split-Shift

12                                 The employee works between the hours of 6:00 p.m. and 6:00 a.m. as part  
13 of a "split shift." Split shift is defined as: a shift of eight or more non-continuous work  
14 hours in a single day, separated by a break of at least three non-working hours during  
15 said shift. Such employee shall be paid the night shift differential established by this  
16 Section only for each hour actually worked between the hours of 6:00 p.m. and 6:00 a.m.

17                                   **Section 30. STANDBY PAY**

18 Effective on July 1, 2006, each employee designated as being represented by the IAM,  
19 the Long Beach Association of Confidential Employees, and the Long Beach Association  
20 of Engineering Employees, shall be compensated at a rate of ninety-five cents per hour  
21 for each full hour of standby duty as defined in the Memoranda of Understanding  
22 between the City and the aforementioned employee organizations.

23 Effective on January 1, 2010, each employee designated as being represented by the  
24 IAM, shall be compensated at a rate of one dollar and twenty-five cents (\$1.25) per hour  
25 for each full hour of standby duty as defined in the Memorandum of Understanding  
26 between the City and the aforementioned employee organization.

27                                   **Section 31. MARKSMANSHIP PAY**

28 Sworn personnel of the Police Department, Special Services Officers and Park Rangers

1 who may be called upon to use firearms in the performance of their duties and who on a  
2 qualifying schedule prescribed by the Chief of Police attain a required degree of  
3 proficiency in marksmanship shall receive additional compensation as herein provided.

4	Marksman	\$ 4.00 per month
5	Sharpshooter	8.00 per month
6	Expert	16.00 per month
7	Master	32.00 per month

8 An employee shall receive the additional compensation only for the calendar year  
9 immediately following the prescribed qualification period in which said employee has  
10 demonstrated his/her proficiency as herein provided to the satisfaction of the Chief of  
11 Police. Such compensation may be paid in an aggregate lump sum for the qualifying  
12 period. The determination of the Chief of Police on all scoring is final and conclusive.  
13 The City shall not be entitled to a refund in the event employment is terminated by death  
14 or otherwise during the period for which a lump sum payment has been made. The  
15 weapon used to qualify shall be an approved handgun as authorized by the Police  
16 Department.

17 **Section 32. K-9 PAY**

18 An employee of the Long Beach Police Department who, with the authorization and at the  
19 request of the City Manager or the Chief of Police, furnishes a privately owned police  
20 service dog and uses said dog in connection with the performance of his/her patrol and  
21 law enforcement duties with the Police Department, may be paid in the amount and in the  
22 manner set forth herein as reimbursement of costs and expenses incurred by said  
23 employee in connection with furnishing said dog for use in the performance of his/her  
24 official duties with the City. Reimbursement may, at the discretion and with the approval  
25 of the City Manager or the Chief of Police, be paid to such employee as specified herein,  
26 provided that during the period for which reimbursement is paid hereunder:

27 A. Requirements

28 Said employee keeps, maintains and furnishes a fully trained and duly

1 certified police service dog for use in connection with the performance of his/her patrol  
2 and law enforcement duties with the Police Department; and said police service dog is  
3 actually used by the employee in the performance of his/her official duties with the Long  
4 Beach Police Department.

5 B. Reimbursement

6 Effective October 1, 2003, the biweekly cost and expense reimbursement  
7 will be One Hundred seventy-two dollars and fifty cents. An employee will be paid the  
8 reimbursement for any biweekly pay period during which the employee furnishes and  
9 uses the dog for City services, including vacation and holidays. If the employee does not  
10 use the dog for a majority of a period, the reimbursement will not be paid.

11 In addition to the biweekly reimbursement provided in the preceding  
12 paragraph, the City will reimburse an employee for veterinarian costs for on-the-job injury  
13 to police dogs. The City will continue to provide liability insurance for on-duty/off-duty  
14 purposes at current levels.

15 C. Fair Labor Standards Act Compliance

16 The amount received by K-9 Officers for reimbursement for expenses of  
17 furnishing a police service dog will be deemed to be sufficient to cover all expenses of  
18 providing and servicing the police dog. In addition, for purposes of complying with the  
19 Fair Labor Standards Act, to accommodate employees for the handling of police dogs off  
20 duty, the parties have agreed to the following terms and conditions:

21 Of the biweekly payment, the handler will be deemed to have spent six  
22 hours off duty every fourteen calendar days at eight dollars per hour, or current State  
23 minimum wage, to feed, exercise, clean and maintain the police dog. At the overtime  
24 rate of time and one-half, this equates to seventy-two dollars biweekly. The remainder of  
25 the biweekly payment will be considered as sufficient reimbursement for any handling  
26 expenses.

27 **Section 33. INCENTIVE PAY**

28 All Firefighters, Auto Firefighters (R), Fire Boat Operators, Fire Engineers, Fire Captains,

1 Battalion Chiefs, Police Officers and Identification Officers (T) employed by the City shall  
2 be entitled to receive, in addition to the compensation set forth in this solution for such  
3 positions, an incentive payment under either one of the Incentive Pay Programs  
4 hereinafter provided for the Fire Department and the Police Department.

5 A. Police Department Incentive Pay Program I

6 1. The amount of \$0.604 per hour shall be paid as additional  
7 compensation to each Police Officer and Identification Officer (T) who has completed five  
8 years of service as a Police Officer or Identification Officer (T) in the Police Department,  
9 and who has in addition successfully passed a departmental examination and has a  
10 satisfactory employment record as determined by a Police Department Examining Board;  
11 or

12 2. The amount of \$1.495 per hour shall be paid as additional  
13 compensation to each Police Officer and Identification Officer (T) who has the same  
14 qualifications as set forth in 1 above and has completed ten years of service as a Police  
15 Officer or Identification Officer (T) in the Police Department.

16 B. Police Department Incentive Pay Program II

17 1. The amount of \$0.604 per hour shall be paid as additional  
18 compensation to each Police Officer who has obtained a Peace Officer Standards and  
19 Training (P.O.S.T.) Intermediate Certificate and has completed four years of service as a  
20 Police Officer in the Police Department; or the amount of \$1.495 shall be paid as  
21 additional compensation to each Police Officer who has obtained a P.O.S.T. Intermediate  
22 Certificate and has completed five years of service as a Police Officer in the Police  
23 Department; or

24 2. The amount of \$1.495 per hour shall be paid as additional  
25 compensation to each Police Officer who has obtained a P.O.S.T. Advanced Certificate  
26 and has completed four years of service as a Police Officer in the Police Department.

27 C. Police Department - Education Pay

28 1. Effective October 1, 1999, all POA-represented employees are

1 eligible to receive the following equivalent monthly rate for the indicated degrees from a  
2 fully accredited college or university:

3	AA Degree	\$175 per month
4	BA/BS Degree	\$350 per month
5	MA Degree	\$450 per month

6 Effective October 1, 2009, all POA-represented employees are eligible to  
7 receive \$175 per month for either an AA Degree or for 60 units completed towards a  
8 BA/BS Degree at a fully accredited college or university.

9 Officers eligible for education pay are not eligible to receive incentive pay.

10 2. Police Commanders and Deputy Chiefs who have applied for or  
11 possess a California Commission on Police Officer Standards and Training (POST)  
12 Management Certificate shall receive \$500 per month in additional compensation.

13 3. Chief of Police who has applied for or possesses a California  
14 Commission on Police Officer Standards and Training (POST) Management Certificate  
15 shall receive \$900 per month in additional compensation.

16 D. Fire Department Education Pay

17 1. The amount of \$1.725 per hour shall be paid as additional  
18 compensation to each Firefighter and Auto Firefighter (R), Fire Engineer, Fire Boat  
19 Operator, Fire Captain, and Battalion Chief who has obtained the required Associate of  
20 Arts Degree (sixty or more semester units) in courses in fire science, administration or  
21 similar approved fields from an accredited institution; or

22 2. The amount of \$2.012 per hour shall be paid as additional  
23 compensation to each Firefighter and Auto Firefighter (R), Fire Engineer, Fire Boat  
24 Operator, Fire Captain, and Battalion Chief who has obtained a Bachelor of Arts or  
25 Bachelor of Science Degree (120 or more semester units) in the fields and at the  
26 institutions described in 1 above; or

27 3. The amount of \$2.300 per hour shall be paid as additional  
28 compensation to each Firefighter and Auto Firefighter (R), Fire Engineer, Fire Boat

1 Operator, Fire Captain, and Battalion Chief who has obtained a Masters of Arts or  
2 Masters of Science Degree in the fields and at the institutions described in 1 above.

3 4. Deputy Fire Chiefs, Assistant Fire Chiefs, and the Marine Safety  
4 Chief who possess a Bachelor Degree shall receive \$500 per month in additional  
5 compensation.

6 E. Police Department Longevity Pay

7 1. Effective October 1, 2006, five percent (5%) of top step Police Officer  
8 base hourly rate for ten (10) years of service as a Police Officer with the City of Long  
9 Beach will be added to the LBPOA member's hourly rate;

10 2. Effective October 1, 2007, an additional five percent (5%) of top step  
11 Police Officer base hourly rate for fifteen (15) years of service as a Police Officer with the  
12 City of Long Beach will be added to the LBPOA member's hourly rate;

13 3. LBPOA bargaining unit members hired as lateral Police  
14 Officers who have prior California law enforcement experience are eligible for longevity  
15 pay, as described in paragraphs (1) and (2) above, for each full month worked. Credit  
16 will be given for prior experience as a Highway Patrol Officer, Deputy Sheriff, Municipal  
17 Police Officer, State Police Officer, or other law enforcement experience as determined  
18 by the Chief of Police to be equivalent as long as the member possessed a Basic POST  
19 Certificate issued by the State of California in the performance of those duties;

20 4. LBPOA bargaining unit members hired as lateral Police Officers with  
21 prior law enforcement experience outside of California equivalent to the experience  
22 described in paragraph (3), are eligible for credit for longevity pay, as described in  
23 paragraphs (1) and (2) above, for each full month worked if they possess a Basic Course  
24 Waiver (BCW) issued by the California Commission on Peace Officer Standards and  
25 Training and the experience is determined to be equivalent by the Chief of Police.

26 5. LBPOA bargaining unit members who have prior law enforcement  
27 experience outside of the state of California, but who do not possess a Basic Course  
28 Waiver (BCW) may be eligible for credit for longevity pay as described in paragraphs (1)

1 and (2) above for each full month worked if the Chief of Police determines that their  
2 experience is equivalent to that referred to in paragraph (3) above.

3           6.     Police Commanders and Deputy Chiefs shall be eligible for five  
4 percent (5%) of top step Police Officer base hourly rate for ten (10) years but less than  
5 fifteen (15) years of service as a Police Officer with the City of Long Beach. This  
6 percentage will be added to the employee's hourly rate.

7           7.     Police Commanders and Deputy Chiefs shall be eligible for an  
8 additional five percent (5%) of top step Police Officer of base hourly rate for fifteen (15)  
9 years of service as a Police Officer with the City of Long Beach. This percentage will be  
10 added to the employee's hourly rate.

11           F.     Fire Department Longevity Pay

12           1.     Effective January 1, 2008, ten percent (10%) of top step Firefighter  
13 base hourly rate for fifteen (15) years or more of service as a Firefighter with the City of  
14 Long Beach will be added to the LBFFA member's hourly rate.

15           2.     Effective January 1, 2009, five percent (5%) of top step Firefighter  
16 base hourly rate for ten (10) years but less than fifteen 15 years of service as a  
17 Firefighter with the City of Long Beach will be added to the LBFFA member's hourly rate.

18           3.     LBFFA bargaining unit members who have prior California  
19 firefighting experience as full-time career sworn firefighters with the State of California  
20 Firefighter One certification are eligible for credit for longevity pay, as described in  
21 paragraphs (1) and (2) above, for each full month worked. Credit will be given for prior  
22 experience as a firefighter with the State of California, a California city or county fire  
23 department or fire protection district, or other firefighting experience as determined by the  
24 Fire Chief to be equivalent as long as the member possessed a Firefighter One  
25 certification issued by the State of California in the performance of those duties.

26           4.     LBFFA bargaining unit members hired with prior firefighting  
27 experience outside of California, including military firefighting service, equivalent to the  
28 experience described in paragraph (3), are eligible for credit for longevity pay, as

1 described in paragraphs (1) and (2) above, for each full month worked if the experience  
2 and certification is determined to be equivalent by the Fire Chief.

3           5. Assistant Chiefs and Deputy Chiefs shall be eligible for five (5%) of  
4 top step Firefighter base hourly rate for ten (10) years of service but less than fifteen (15)  
5 years of service as a Firefighter within the City of Long Beach. This percentage will be  
6 added to the employee's hourly rate.

7           6. Assistant Chiefs and Deputy Chiefs shall be eligible for an additional  
8 five percent (5%) of top step Firefighter base hourly rate for fifteen (15) years of service  
9 as a Firefighter with the City of Long Beach. This percentage will be added to the  
10 employee's hourly rate.

11                   **Section 34. REFUSE INCENTIVE PROGRAM**

12 Employees in the Classification of Refuse Operator are eligible to participate in the  
13 Refuse Incentive Program. Employees may earn the equivalent of two (2) hours at the  
14 overtime rate or seven dollars and fifty cents (\$7.50) per hour, whichever is greater, (paid  
15 on a daily basis) for each additional load collected over and beyond the baseline load  
16 during the employees' regularly scheduled workday. Employees must meet the  
17 qualifying criteria, baseline loads, and exclusions defined under the Refuse Incentive  
18 Program.

19                   **Section 35. PROFESSIONAL CERTIFICATION PAY**

20 Employees in the Professional unit represented by the International Association of  
21 Machinists and Aerospace Workers, pursuant to and in accordance with this resolution  
22 and policies and procedures issued by the Director of Human Resources, shall be eligible  
23 for additional compensation of \$200 per month when he/she attains a professional  
24 certification or license which: has been issued by a state or national recognized  
25 professional organization; is appropriate to the employees classification; exceeds the  
26 requirements for the position; is subject to periodic renewal through recertification, testing  
27 and continuing education; and has been authorized by the Director of Human Resources.

28                   **Section 36. EMPLOYEE SUGGESTION AWARDS**

1 Employees of the City may, pursuant to and in accordance with the provisions of this  
2 resolution and the Administrative Regulations issued by the City Manager, be awarded  
3 with additional compensation for suggestions made that result in measurable monetary  
4 savings to the City. Such awards shall not exceed ten percent of the anticipated first year  
5 savings after adoption of the suggestion; provided, however, that the maximum award  
6 shall not exceed five thousand dollars.

7 **Section 37. RELOCATION COMPENSATION**

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

16 **Section 38. TUITION REIMBURSEMENT**

17 Permanent full-time or permanent part-time employees who are enrolled in an accredited  
18 job and/or career-related college or university study program during off-duty hours are  
19 eligible to receive tuition reimbursement in accordance with the following schedule:

20 Effective October 1, 1999:

21 Semester/Quarter Payment Schedule

22 1.0 through 5.9 semester units	\$ 375.00
23 1.0 through 7.9 quarter units	\$ 375.00
24 6.0 or more semester units	\$ 400.00
25 8.0 or more quarter units	\$ 400.00
26 Community College	\$ 120.00
27 Total maximum per fiscal year	\$ 800.00

28 Requests for Education Assistance will be considered in order of the date

1 received and reimbursement will be made until the funds budgeted for Education  
2 Assistance are no longer available.

3 **Section 39. DAMAGED PERSONAL PROPERTY REIMBURSEMENT**

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

13 **Section 40. TRANSPORTATION**

14 Employees requiring transportation in connection with the performance of their duties for  
15 the City, may be assigned a City-owned vehicle by the City Manager or appropriate  
16 appointing authority; or, in the alternative, with the approval of the City Manager or  
17 appropriate appointing authority, an employee may receive, by way of reimbursement,  
18 the cost of transportation incurred in the performance of his/her duties. On and after  
19 October 1, 1999, reimbursement, at the discretion of the City Manager or appropriate  
20 appointing authority, may be paid to such employees upon the basis of any of the  
21 following computations:

22 A. Public Transportation

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

24 B. Privately Owned Vehicle

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

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

28 2. Effective October 1, 2008, the Internal Revenue Service rate per mile

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

7           3. A flat monthly allowance in such sum as may be determined by the  
8 City Manager or appropriate appointing authority, but not to exceed Four Hundred and  
9 fifty dollars per month. Said monthly allowance is hereby determined to constitute  
10 reimbursement for the expenditures and costs of operating and maintaining such vehicle,  
11 including its availability, as required for the performance of such official City business; or

12           4. A flat monthly allowance of Four Hundred and fifty dollars per month  
13 for elected officials of the City. Said monthly allowance shall constitute reimbursement  
14 for the expenditures and costs of operating and maintaining such vehicle, including its  
15 availability, as required for the performance of such official duties.

16           **Section 41. CITY TRIP REDUCTION PLAN**

17           Effective July 1, 1992, employees of the City, including employees of the  
18 Water Department, who are eligible and volunteer to participate in the City's Trip  
19 Reduction Incentive Program as prescribed by the City's Trip Reduction Plan and current  
20 Participation Guidelines are eligible for monthly award drawings if they participate at least  
21 twelve days per month. Participants with at least eight days per month commuting by  
22 means other than a motorized vehicle shall also be eligible for a monthly award drawing.

23           **Section 42. HEALTH INSURANCE**

24           On and after December 1, 2004, the City shall pay a maximum amount of seven hundred  
25 ninety six dollars per month toward the cost of health, dental, and life insurance benefits  
26 for each eligible employee represented by the IAM, the Long Beach Association of  
27 Confidential Employees, the Long Beach Association of Engineering Employees, the City  
28 Attorneys Association, the City Prosecutors Association, the Long Beach Firefighters

1 Association, the Long Beach Police Officers Association, the Long Beach Lifeguard  
2 Association, and each eligible employee not represented by an employee organization.

3 **Section 43. IN-LIEU HEALTH INSURANCE PAY**

4 In lieu of coverage under the health insurance program provided by the City for  
5 employees holding permanent full-time positions, each employee in a permanent part-  
6 time position (as defined in the Personnel Ordinance), shall, for every one hundred and  
7 seventy-four hours worked by such permanent part-time employee be paid four hundred  
8 thirty dollars effective October 1, 2010.

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

13 **Section 44. CONSOLIDATED OMINBUS BUDGET RECONCILIATION**

14 **ACT (COBRA)**

15 Employees who are laid off and eligible for benefits under the Consolidated Omnibus  
16 Budget Reconciliation Act (COBRA) shall have the premiums for the benefits they are  
17 entitled to under COBRA paid by the City for the first six months after their layoff.

18 **Section 45. LIFE INSURANCE**

19 A. City Employees

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

25 B. Elected/Appointed/Executive/Professional

26 Employees assigned to Salary Range E00, the City Manager, the City  
27 Attorney, Senior Deputy City Attorney, Principal Deputy City Attorney, the City  
28 Prosecutor, the City Auditor, Deputy City Auditor, the Mayor, and the City Clerk shall

1 receive, unless they elect an available alternative, as additional compensation life  
2 insurance benefits equal to three times their full annual salary to a maximum of five  
3 hundred thousand dollars, long- and short-term disability insurance, and in-hospital  
4 indemnity benefits. Proceeds of any life insurance benefits shall be payable to a  
5 beneficiary named by the person insured or, if none is named, to his/her estate.

6 C. Deputy City Attorney

7 Employees in the classification of Deputy City Attorney shall receive as  
8 additional compensation a Two Hundred Thousand Dollar life insurance policy and long-  
9 term and short-term disability insurance currently provided to management employees in  
10 the City. Employees represented by the City Attorneys Association, except as noted  
11 above, shall receive as additional compensation a One Hundred Thousand Dollar Life  
12 Insurance Policy and shall be entitled, at their discretion, to participate in the program for  
13 long-term and short-term disability insurance currently provided to the Deputy City  
14 Attorneys. Employees who elect to participate shall pay the full cost of premiums.  
15 Employees in the classification of Audit Manager shall receive as additional  
16 compensation a One Hundred Thousand Dollar life insurance policy, long-term and short-  
17 term disability insurance, and in-hospital indemnity benefits. Employees in the  
18 classification of Senior Auditor, Staff Auditor, and Audit Analyst shall receive long-term  
19 and short-term disability insurance. Employees in the classification of Deputy City  
20 Prosecutor shall receive as additional compensation a One Hundred Fifty Thousand  
21 Dollar life insurance policy and long-term and short-term disability insurance. Employees  
22 represented by the City Prosecutors Association, except as noted above, shall receive as  
23 additional compensation a Fifty Thousand Dollar life insurance policy.

24 D. Confidential Employees

25 Employees represented by the Association of Confidential Employees shall  
26 receive as additional compensation a Seventy Five Thousand Dollar life insurance policy  
27 and long-term and short-term disability insurance.

28 E. City Council

1                   Members of the City Council shall receive a life insurance benefit of fifty-five  
2 thousand dollars. Effective December 1, 1996, the life insurance benefit is sixty-five  
3 thousand dollars.

4                   F.       International Association of Machinists and Aerospace Workers

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

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

10                  2.       For the surviving children until their 19th birthday, or until age 26, if a  
11 full-time student in an accredited college or university.

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

13                   **Section 46. ACCIDENTAL DEATH OR INJURY INSURANCE**

14 Employees of the City, including employees of the Harbor Department and Water  
15 Department, shall receive as additional compensation such insurance benefits for bodily  
16 injury or death incurred by such employees while traveling on the official business of the  
17 City of Long Beach or its boards, commissions or committees as may be provided from  
18 time to time in a master policy or policies of travel insurance as may be obtained by the  
19 City pursuant to Section 3121 of the California Government Code.

20                   **Section 47. RETIREMENT**

21                   A.       City Payment of Employee Portion

22                   Effective March 4, 2006, the City shall pay to the California Public  
23 Employees' Retirement System, on behalf of each employee represented by the IAM,  
24 and unrepresented non-management miscellaneous employees an amount equal to  
25 6/8ths of each such individual employee's normal retirement contributions.

26                   Effective July 22, 2006, the City shall pay to the California Public  
27 Employees' Retirement System, on behalf of each employee represented by the Long  
28 Beach Association of Engineering Employees an amount equal to 6/8ths of each such

1 individual employee's normal retirement contributions.

2 In accordance with the Resolution approved by the City Council on  
3 February 15, 2011, employees represented by the Long Beach Association of  
4 Engineering Employees hired by the City on or after February 26, 2011, shall pay the full  
5 amount of each such individual employee's normal retirement contributions.

6 Effective January 6, 2007, the City shall pay to the California Public  
7 Employees' Retirement System, on behalf of each employee represented by the Long  
8 Beach Management Association (non-safety managers only), the Long Beach  
9 Association of Confidential Employees, and unrepresented management employees an  
10 amount equal to 6/8ths of each such individual employee's normal retirement  
11 contributions.

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

18 Effective April 1, 2007, the City shall pay to the California Public  
19 Employees' Retirement System, on behalf of each employee represented by the Long  
20 Beach Management Association (lifeguard managers only), and the Long Beach  
21 Lifeguard Association an amount equal to 7/9ths of each such individual employee's  
22 normal retirement contributions.

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

27 Effective November 5, 2011, employees represented by the Long Beach  
28 Management Association (Fire safety managers only) and the Long Beach Firefighters'

1 Association Local 372 shall pay the full amount of each such individual employee's  
2 normal retirement contribution.

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

7 Effective February 26, 2011, the City shall pay to the California Public  
8 Employees' Retirement System, on behalf of unrepresented management employees in  
9 the City Auditor's Office, an amount equal to 4/8ths of each such individual employee's  
10 normal retirement contributions.

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

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

19 Effective August 11, 2012, the City shall pay to the California Public  
20 Employees' Retirement System, on behalf of the City Attorney, City Prosecutor, City  
21 Auditor, and City Clerk an amount equal to 2/8ths of each such individual employee's  
22 normal retirement contributions.

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

25 The City shall continue to pay and report the value of the Employer Paid  
26 Member Contributions (EPMC) as special compensation implementing Government Code  
27 Section 20636(c)(4) pursuant to Section 20961.

28 B. Tiers

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

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

- 9                   a. 3% at 50 retirement formula;
- 10                  b. 5% cost of living provision;
- 11                  c. Final compensation based on the average monthly pay rate for the  
12                   highest period of twelve consecutive months; and
- 13                  d. Post-retirement Survivor Allowance.

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

- 19                  a. 3% at 50 retirement formula;
- 20                  b. 2% cost of living provision;
- 21                  c. Final compensation based upon the average monthly pay rate for the  
22                   highest period of twelve consecutive months; and
- 23                  d. Post-retirement Survivor Allowance.

24                  Should an employee represented by the Long Beach Police Officers'  
25 Association hired under Tier II, terminate prior to retirement and elect to receive his/her  
26 retirement contribution from CalPERS, it is intended that the City shall pay to the  
27 employee two percent (2%) of the employee's regular compensation for that service  
28 worked between April 21, 1990 through June 29, 2001. Regular compensation includes

1 applicable wages, skill pay, incentive pay, etc., but does not include overtime, employer  
2 contributions to deferred compensation, or other forms of compensation not subject to  
3 CalPERS.

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

- 9           a. 2% at 50 retirement formula;
- 10           b. 2% cost of living provision;
- 11           c. Final compensation will be based upon a three year average; and
- 12           d. Post-retirement Survivor Allowance.

13           4. All eligible employees in positions represented by the IAM, the Long  
14 Beach Association of Confidential Employees, Long Beach Association of Engineering  
15 Employees, the City Attorneys Association, and the City Prosecutors Association, and all  
16 other eligible City employees employed on or prior to October 21, 1989, shall be provided  
17 the opportunity for the following CalPERS retirement benefits:

- 18           a. 2.7% at 55 retirement formula;
- 19           b. 5% cost of living provision;
- 20           c. Final compensation based upon the average monthly pay rate for the  
21           highest period of twelve consecutive months;
- 22           d. Post-retirement Survivor Allowance; and

23           5. All eligible miscellaneous employees in positions represented by the  
24 IAM, the Long Beach Association of Confidential Employees, Long Beach Association of  
25 Engineering Employees, the City Attorneys Association, and the City Prosecutors  
26 Association, and all other eligible miscellaneous City employees employed after October  
27 21, 1989, shall be provided the opportunity for the following CalPERS retirement benefits:

- 28           a. 2.7% at 55 retirement formula;

- 1           b.     2.0% cost of living provision;
- 2           c.     Final compensation based upon the average monthly pay rate for the
- 3                 highest period of twelve consecutive months; and
- 4           d.     Post-retirement Survivor Allowance.
- 5           6.     All eligible miscellaneous employees in positions represented by the
- 6 IAM, the Long Beach Association of Confidential Employees, Long Beach Association of
- 7 Engineering Employees, the City Attorneys Association, the City Prosecutors
- 8 Association, the Long Beach Management Association and all other eligible
- 9 miscellaneous City employees employed after September 30, 2006, shall be provided the
- 10 opportunity for the following PERS retirement benefits:

- 11           a.     2.5% at 55 retirement formula;
- 12           b.     2.0% cost of living provision;
- 13           c.     Final compensation based upon the average monthly pay rate for the
- 14                 highest period of twelve consecutive months; and
- 15           d.     Post-retirement Survivor Allowance.

16           **Section 48. DEFERRED COMPENSATION**

17 Effective January 1, 2007, the City shall contribute a nine hundred dollar payment for  
18 mandatory enrollment in deferred compensation for every employee in a position  
19 represented by the City Attorneys Association, the City Prosecutors Association and the  
20 Long Beach Association of Confidential Employees. The amount of deferred  
21 compensation shall not be considered compensation for purposes of overtime, vacation,  
22 sick leave and other similar calculations. The City does not warrant, guarantee, or  
23 represent in any way that said contributions are not subject to State or Federal taxes in  
24 whole or in part.

25           **Section 49. DEFERRED COMPENSATION-MARINE SAFETY**

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

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**Section 50. 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 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 51. CERTIFICATION OF RESOLUTION ADOPTION**

This resolution shall be deemed operative as of 12:01 a.m. on September 8, 2012, 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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I hereby certify that the foregoing resolution was adopted by the City Council of the City of Long Beach at its meeting of September 4, 2012, by the following vote:

Ayes: Councilmembers: Garcia, Lowenthal, DeLong, O'Donnell, Schipske, Johnson, Austin, Neal.

Noes: Councilmembers: None.

Absent: Councilmembers: Andrews.

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

OFFICE OF THE CITY ATTORNEY  
ROBERT E. SHANNON, City Attorney  
333 West Ocean Boulevard, 11th Floor  
Long Beach, CA 90802-4664

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