

MEMORANDUM OF UNDERSTANDING

BETWEEN

THE CITY OF LONG BEACH

AND

THE LONG BEACH MANAGEMENT ASSOCIATION

OCTOBER 1, 2010 TO SEPTEMBER 30, 2011

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ARTICLE ONE

GENERAL PROVISIONS

Section I - Recognition, Purpose, Implementation

The Long Beach Management Association (LBMA) is hereby recognized as the exclusive representative for employees of the Long Beach Managers in the positions indicated in Appendix "A," attached hereto and made a part hereof.

- A. Purpose - The parties agree that the purpose of this Memorandum of Understanding (MOU) is:
1. To promote and provide harmonious relations, cooperation and understanding between the City of Long Beach (City) appointing authorities and the employees covered herein;
 2. To provide an orderly and equitable means of resolving differences which may arise under this memorandum; and,
 3. To set forth the full agreements of the parties reached as a result of meeting and conferring in good faith regarding matters within the scope of representation for employees represented by LBMA.
- B. Intent - It is understood the intent of the MOU is to set forth a joint recommendation to be submitted by the parties to the City Council of the City of Long Beach for implementation, and shall not be binding unless and until the City Council:
1. Approves the provisions contained in this Memorandum;
 2. Adopts the required ordinances and/or resolutions; and,
 3. Appropriates the funds required to implement the provisions hereof.
- C. Philosophy - It is further understood that:
1. The City's goal is to provide residents with management leadership that can develop and implement high quality programs and services. The City's compensation programs can be used to foster the attainment of the City's mission, goals, and the directives of the City Council and the appointing authorities.
 2. The City seeks to successfully attract, retain and motivate high quality management employees.

3. The City's management compensation programs are designed to reward productivity, improve employee skills, increase customer satisfaction, and encourage effective resource utilization.
4. The City's management compensation system is intended to be internally equitable, competitive with marketplace practices consistent with budgetary constraints, and non-discriminatory in its design.
5. The performance appraisal plan is intended to help all employees to assess their effectiveness in meeting job standards while establishing goals and objectives that will lead to continuous improvement.
6. All employees represented by this agreement are "at will" employees who serve at the pleasure of their appointing authority.

Section II - Term

The term of this Memorandum shall commence October 1, 2010 and terminate at midnight on September 30, 2011.

Section III - City Rights Reserved

The City retains all rights not specifically limited by this Agreement, including, but not limited to, the exclusive right to:

- A. Direct, supervise, hire, promote, suspend, discipline, discharge, transfer, assign, schedule, and retain employees.
- B. Relieve employees from duties because of lack of work or funds, or under conditions where continued work would be inefficient or nonproductive.
- C. Determine services to be rendered, operations to be performed, utilization of technology, and overall budgetary matters.
- D. Determine the appropriate job duties and personnel by which government operations are to be conducted.
- E. Determine issues of public policy and the overall mission of the City.
- F. Maintain and improve the efficiency and effectiveness of government operations.

- G. Take any necessary actions to carry out the mission of the City in situations of emergency.
- H. All rights of management, powers, authority and functions, whether heretofore or hereinafter exercised, shall remain vested exclusively with the City. No third party neutral shall have the authority to diminish any of the rights of management which are included in this agreement, exclusive of a competent court having subject matter jurisdiction.

Section IV – Non-Discrimination

The provisions of this MOU shall be applied equally to all employees and no person shall be discriminated against or benefited in any manner that is inconsistent with the standards set forth in Federal and State statutes, or with any ordinance, resolution or policy of the City.

Section V - Peaceful Performance of City Service

The LBMA members fully support the business of the City to provide services to the citizens of Long Beach. They also support the actions of the appointing authority and stand ready to implement any of the appointing authority's directives.

It is mutually understood and agreed that participation by any employee in a strike or concerted work stoppage or slowdown terminates the employment relationship of those individuals involved, in the absence of specific written waiver of such termination by an authorized City official.

- A. It is further understood and agreed that none of the parties hereto will participate in, encourage, assist or condone any strike, concerted work stoppage, cessation of work, slow-down, sit-down, stay-away, picketing or any other form of interference with or limitation of the peaceful performance of City services.
- B. In the event that there occurs any strike, concerted work stoppage, cessation of work, slow-down, sit-down, stay-away, picketing or any other form of interference with or limitation of the peaceful performance of City services, the City, in addition to any other lawful remedies or disciplinary actions, may by action of the appointing authority cancel any or all payroll deductions, prohibit the use of bulletin boards, prohibit the use of City facilities, and prohibit access to former work or duty stations.
- C. Neither the employee organization, nor any person acting in concert with them, will cause, sanction, or take part in any strike, walk-out, sit-down, slow-down, stoppage of work, picketing, retarding of work, abnormal

absenteeism, withholding of services, or any other interference with the normal work routine. The provisions of this Article shall apply for the same term as this Agreement, or during any renewal or extension thereof. Violation of any provision of this MOU by the Recognized Employee Organization shall be cause for the City, at its sole option, to terminate this Agreement in addition to whatever other remedies may be to the City at law or in equity.

- D. The City agrees that there shall be no general lockout of LBMA bargaining unit members.

Section VI – Association Composition

The Bargaining Unit composition represented by the Long Beach Management Association shall be that described in Appendix "A". Any changes to the unit composition must be made in accordance with the provisions of the City's Employer-Employee Relations Resolution, common fair labor practices, and any applicable State and Federal Statutes.

Section VII – Association Dues

Upon receipt of a written voluntary authorization from the employee, the City shall deduct Association dues from the pay of represented employees. The City shall charge the employee organization five and one-half cents (\$0.055) per deduction. The Association agrees to indemnity and holds the City harmless for any loss or damages, claims or causes of action arising from the operation of this provision of the agreement.

Section VIII – Association Communications

Department and public area bulletin boards will be made available for posting Association notices.

Section IX – Association Officers Responsibilities

The parties agree that from time to time, it will be necessary for the Board of Directors to meet and conduct the business of the Association. The Association will make every effort to conduct these meetings during non-office hours. The City will provide access to City facilities when they are available, i.e. community rooms. Opportunity for the Board to participate in these meetings will not be withheld so long as the work of the City is not adversely impacted.

ARTICLE TWO

SALARY AND COMPENSATION

Section I – Compensation

A. Pay for Performance System

1. The City will continue to use the HAY job evaluation system to develop appropriate compensation for various positions in the E00 (management) classifications.
2. Each year on or about January 1, , the City will develop a salary administration guide. This guide will set forth a matrix for salary adjustments based on an employee performance evaluation and the position of the manager's salary within the salary range.
3. It is understood that the pay for performance system may be adversely impacted by budget constraints. It is the intent of the parties, however, that a merit pay plan be re-instituted.
4. Every attempt shall be made to establish reasonable salary differential between management personnel and their subordinates. Overtime of subordinates shall not be considered in determining the compression differential. Incentives, if any, shall be added to base calculations of subordinate compensation calculation. In cases where a differential does not exist, the parties agree to meet to discuss the basis for the compression and attempt to resolve the situation. Responses to requests to address compression issues shall be in writing within sixty (60) business days.

B. Exceptional Performance Incentives

Represented employees who have demonstrated exceptional performance beyond established goals and objectives for their position may be considered for a Performance Incentive Award. Consideration for such awards will be based upon the recommendation of the department head. Awards may be granted in the form of a lump sum bonus payment or a merit increase added to the employee's base rate.

These awards will be based on the availability of funds, and consideration of budget constraints. They will be awarded based on the sole discretion of the appointing authority.

Section II – Acting Appointments

When acting appointments are made, the appointee shall receive a salary adjustment of 10 percent, or no less than the minimum salary of that range, which ever is greater.

Section III – Auto Allowance/Reimbursement

Managers shall be entitled to an auto allowance/reimbursement in such amounts as determined by the appropriate appointing authority.

Section IV – Specialty Pay

Sworn Management staff of the Police Department shall continue to be eligible for the same Marksmanship pay and Wellness pay provided to other sworn members of the department.

Section V – Severance Pay

In the event a bargaining unit member's position is eliminated as a result of a reduction in force, and that member has not been offered a reasonable (within fifteen percent (15%) of current salary) alternative management position with the City, the City shall pay to the bargaining unit member severance compensation. The amount of this compensation shall be calculated at one week of base pay for every full year of City service with a maximum allowance of sixteen (16) weeks of severance pay. Health insurance coverage shall continue for four full months after the month in which the bargaining unit member is terminated or retires provided the bargaining unit member is not eligible for health insurance coverage through a spouse or other carrier.

The bargaining unit member will not be eligible for this benefit if he/she is terminated for cause, resigns in lieu of termination, or voluntarily separates service from the City.

ARTICLE THREE

PAID TIME OFF

Section I – Holidays

New Years Day	January 1
Martin Luther King Day	Third Monday in January
Washington's Birthday	Third Monday in February
Memorial Day	Last Monday in May
Independence Day	July 4
Labor Day	First Monday in September
Thanksgiving	Fourth Thursday/Friday in November
Christmas Day	December 25
Personal Holiday Leave	(4 days)

Every day appointed by the President of the United States or the Governor of the State of California to be a public holiday, or by the City Council of the City of Long Beach to be a City holiday.

Employees, who leave the City having taken/not taken their personal holiday leave prior to earning it, will have their separation pay debited/credited proportionately.

Section II – Vacation Leave

- A. Permanent, full-time employees covered herein shall accrue vacation leave with pay on the following basis:

Service Completed	Equivalent Vacation Days Earned Per Year
1 year through 4 years, 5 months (12 months through 53 months)	12
4 years, 6 months through 11 years, 5 months (54 months through 137 months)	15
11 years, 6 months through 13 years, 5 months (138 months through 161 months)	16
13 years, 6 months through 17 years, 5 months (162 months through 209 months)	17
17 years, 6 months through 18 years, 5 months (210 months through 221 months)	18

18 years, 6 months through 19 years, 5 months (222 months through 233 months)	19
19 years, 6 months or more (234 months or more)	20

- B. Upon retirement, each bargaining unit member may have 75% of his/her outstanding vacation leave balance converted to sick leave. This leave may be used under the same terms and conditions as all other accumulated sick leave. It is the intent that this conversion does not create a taxable event. If such conversion is subsequently found to create tax consequences, the parties agree that this provision shall be discontinued.

Section III – Sick Leave

Permanent, full-time employees covered by this MOU shall earn a maximum of ninety-six (96) hours [twelve (12) days] of sick leave per year, with unlimited accrual.

Section IV – Executive Leave

Employees represented herein shall be granted forty (40) hours of executive leave on January 1 of each calendar year by the proper appointing authority. Additional executive leave to a maximum of forty (40) additional hours may be granted at the sole discretion of the appointing authority. Such additional leave, if awarded, shall be based on a manager’s demonstrated performance during the preceding fiscal year. Determinations regarding the award of such leave shall be made during January of each year. Executive leave shall not accrue from one year to the next. Nor shall there be any pay off of executive leave upon separation from the City for any reason.

Section V – Bereavement Leave

Any City employee eligible for sick leave benefits as provided in the Personnel Ordinance or Salary Resolution, may be allowed to be absent from duty for a period not to exceed three (3) scheduled working days/shifts and to receive full compensation during such absence upon the necessity for his or her absence being shown to, and with the consent of, the employee’s Department Head or Appointing Authority in the case of death or of critical illness where death appears imminent of such employee’s father, step-father, father-in-law, mother, step-mother, mother-in-law, brother, sister, wife, husband, child, step-child, former legal guardian, grandfather, grandmother, great-grandfather, great-grandmother, grandchild, foster child or same-sex domestic partner. The City shall administer

this section of the MOU in accordance with the California Family Code section 297.5 for registered same-sex domestic partners.

Where such death or critical illness has occurred, the employee may be required to furnish satisfactory evidence of such death or critical illness to his/her Department Head. Such absence shall not be allowed in any case where in the preceding six (6) calendar months, a leave on the grounds of the critical illness of that same relative has been granted.

In addition to the absence permitted above, in the case of death or critical illness in the immediate family, such employee may also use three (3) days of sick leave credits in connection with the three (3) scheduled working days/shifts leave for death or critical illness in the immediate family. The three (3) days of sick leave used in connection with bereavement leave will not be considered in determining sick leave abuse.

Section VI – Jury Duty

Employees will be eligible for up to 80 hours of paid jury time each calendar year.

ARTICLE FOUR

INSURANCE BENEFITS

Section I – Health, Dental and Life Insurance

- A. 1. The City shall contribute by way of obligation for health, dental and life insurance benefits, the maximum amounts indicated below, for employees in permanent full-time positions for the period starting:

Effective December 1, 2004 - \$796 per month

2. Employees may change benefit coverage during open enrollment. A change in benefit coverage may result in a change in the employee payroll deduction. The employee payroll deduction will be based on the City's annual rate schedule, and will include any increases incurred up to the date of the change.
- B. 1. Every January 1st during the term of the agreement, increases in the costs for the health, dental and life insurance plans selected by employees shall be paid by the employee but will not exceed 30% of the increase or \$25 whichever is less, over the rates in effect in the prior year for the plan options selected. These increases will be added to the previous payroll deduction for the coverage selected. The City shall pay the difference between the actual cost and the employee contributions outlined above.
2. Every January 1st during the term of the agreement, any decreases in the cost for the health, dental and life insurance plans selected by employees shall be conveyed seventy percent (70%) to the City and thirty percent (30%) to the employee in the form of a rebate to the employee's payroll deduction for the selected plan. This section is not intended to provide a rebate if no employee deduction is required.
- C. The LBMA shall maintain one representative on the City's Health Insurance Advisory Committee (HIAC).

Each year the Health Insurance Advisory Committee meets to review the status and solvency of the health, dental and life insurance plans. The Committee reviews plan costs and makes recommendations to the City Manager on plan changes, benefit levels, and addition or deletion of plans.

The Health Insurance Advisory Committee will recommend to the City Manager the benefits for the various plans for the period December 1, 2005 through the term of this agreement. Every effort should be made to have these recommendations to the City Manager by August 15th of each year.

The City Manager will consider these recommendations prior to making his final recommendations to the City Council for any changes to plan design. If the City Manager's recommendations to the City Council differ from the recommendations received from the HIAC, the City Manger will advise the Union of his recommendations in writing at least seven (7) calendar days before he submits them to the City Council for approval.

Section II – Continuation of Health Insurance for Surviving Spouse

The accumulated unused sick leave that has been designated for continuance of health insurance coverage by an employee who has retired shall, upon the death of the retired employee, be utilized for the purpose of continued payments by the City on the basic health insurance plan premium for the spouse and/or eligible dependents providing:

- A. The retired employee has an effective retirement date of July 1, 1983, or later; or
- B. The retired employee did not predecease the surviving eligible dependent prior to July 1, 1983.

Said premiums shall continue until:

- A. The spouse remarries;
- B. The dependent child becomes 19 or is no longer a full-time student in an accredited educational institution as recognized by the City's indemnity health insurance carrier;
- C. The spouse becomes eligible for Medicare at which time and in the same manner as those retirees and dependents subject to Section 2.11 of the Personnel Ordinance, the premium payment will be adjusted to pay for the Medicare supplement plan underwritten by the City's indemnity insurance carrier; or
- D. There is insufficient accumulated unused sick leave to pay the required monthly premium.

Section III – Short-term/Long-term Disability Benefits

Eligible employees will receive short-term and long-term disability benefits. The City will pay the full cost of the annual premiums unless the employee desires to pay said premiums for tax purposes.

Section IV – Life Insurance

In addition to the life insurance currently provided all full-time City employees, Association employees will be provided a total of three (3) times their annual salary up to \$500,000 per year of term life insurance. The City will pay the full cost of the annual premiums. The City will provide employees the ability to purchase increased coverage at their own expense based on conditions established by the insurance carrier. If such increased coverage is offered, it shall be in increments designated by the City.

Section V – Annual Physical Exam

Employees covered hereunder are eligible to receive an annual physical examination at City expense through the City-provided program.

ARTICLE FIVE

RETIREMENT

Section I –Retirement

A. Continuation of Retirement Benefits

1. The City will continue to provide pension benefits in accordance with the contract in effect on October 1, 2010 and shall continue to pay an amount equal to six-eighths (6/8) of the eight percent (8%) individual employee contribution for each miscellaneous employee, and an amount equal to seven-ninths (7/9) of the nine percent (9%) individual contribution for safety members, to CalPERS on behalf of bargaining unit employees who are eligible for and enrolled in the California Public Employees Retirement System (CalPERS) prior to the effective date of the CalPERS amendment in B. below and prior to City Council approval of the resolution in A.2 below.
2. Employees represented by the LBMA that are hired by the City of Long Beach on or after the date of the City Council's approval by resolution shall contribute from his/her annual salary his/her full employee contribution to CalPERS.

B. Amendment to Contract with the California Public Employees' Retirement System (CalPERS)

As soon as practicable, the City shall amend its contract with CalPERS to implement a new tier of retirement benefit for miscellaneous employees hired on or after the effective date of the CalPERS contract amendment. The new tier benefit is 2.0% at 60 Modified retirement formula. Final compensation shall be calculated based on a three (3) year average.

Eligible safety bargaining unit members agree to a new tier of retirement benefit for safety employees as agreed to by the applicable Association representing non-management safety members. As soon as practicable, the City shall amend its contract with CalPERS to implement a new tier of retirement benefit for safety employees hired on or after the effective date of the CalPERS contract amendment. Final compensation shall be calculated based on a three (3) year average.

C. Report the Value of Employee-Paid Member Contribution (EPMC) – Special Compensation

The City shall continue to designate EPMC (Employer Paid Member Contribution) as compensation earnable under Government Code section 20636(c)(4) and report it as such to CalPERS.

D. Superfunding

In the event the City is advised by CalPERS that it is no longer required to make the employees' contribution into the retirement system, payroll deductions of employee contributions will cease. If the City is required to make the employees' contribution at future date, payroll deduction for employees' contributions shall resume as prescribed in Section I.A.

ARTICLE SIX

EMPLOYMENT CONDITIONS

Section I – Employee Parking

Employee parking will be made available without charge. If SCAQMD subsequently promulgates regulations in conflict with this provision, the City will meet and confer with the Association regarding any required changes.

Section II – Tuition Reimbursement

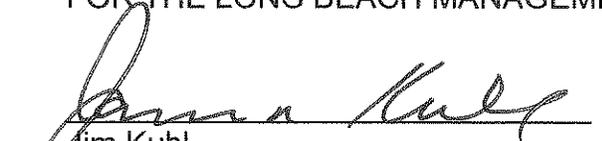
Management employees shall be eligible for tuition reimbursement as established by City policy and practice.

Section III – Management Rotation Program

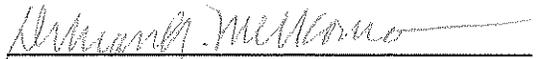
Managers selected for the management professional development rotation program shall be given adequate prior notice. At a minimum, such notice shall consist of a written communication notifying the manager of the reassignment delivered no less than 10 working days before the new assignment takes effect. This provision is in no way intended to restrict an appointing authority's discretion to make immediate reassignments, if necessary, to respond to operational requirements and emergencies.

IN WITNESS WHEREOF, the parties hereto have caused this Memorandum of Understanding to be executed this 24 day of JANUARY 2011.

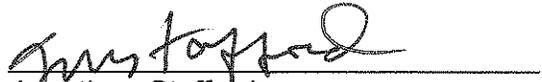
FOR THE LONG BEACH MANAGEMENT ASSOCIATION:

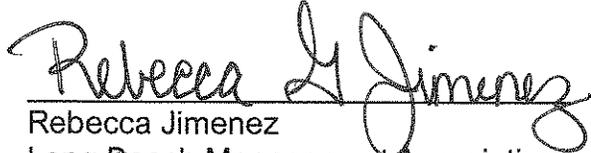

Jim Kuhl
Long Beach Management Association


David White
Long Beach Management Association


Diko Melkonian
Long Beach Management Association


Laura Farinella
Long Beach Management Association


Jonathan Stafford
Long Beach Management Association


Rebecca Jimenez
Long Beach Management Association

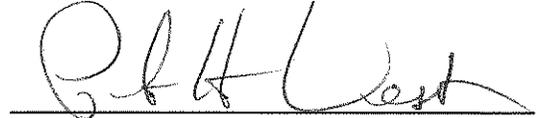

John Black
Long Beach Management Association


Dan Ramos
Long Beach Management Association

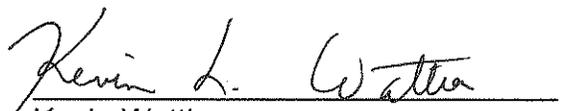

Amy Manning
Long Beach Management Association

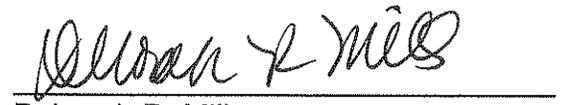

Juan Lopez-Rios
Long Beach Management Association

FOR THE CITY OF LONG BEACH:


Patrick H. West, City Manager


Richard Steinke
Executive Director, Harbor Department


Kevin Wattier
General Manager, Water Department

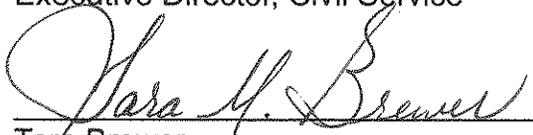

Deborah R. Mills
Director of Human Resources



Mario R. Beas
Executive Director, Civil Service



Ken Walker
Manager of Personnel Operations



Tara Brewer
Personnel Analyst



Nani Blyleven
Administrative Analyst

APPROVED AS TO FORM:



Robert E. Shannon, City Attorney

APPENDIX A

Positions Represented:

ACCOUNTING OFFICER
ACCOUNTING OPERATIONS OFFICER
ACCOUNTING OPERATIONS OFFICER
ACCOUNTING OPERATIONS OFFICER
ADMIN ASSISTANT-CITY MANAGER
ADMIN OFFICER-AIRPORT
ADMIN OFFICER-COMMUNITY DEV
ADMIN OFFICER-DEVELOPMENT SVCS
ADMIN OFFICER-LIBRARY SERVICES
ADMIN OFFICER-OIL PROPERTIES
ADMIN OFFICER-POLICE
ADMIN OFFICER-POLICE
ADMIN OFFICER-PUBLIC WORKS
ADMIN OFFICER-PUBLIC WORKS
ADMINISTRATIVE OFFICER
ADMINISTRATIVE OFFICER
ADMINISTRATIVE OFFICER
ADMINISTRATIVE OFFICER
ADMINISTRATIVE OFFICER-WATER
ADMINISTRATIVE SVCS OFFICER
ASSISTANT TO THE CITY MANAGER
ASSISTANT TO THE CITY MANAGER
ASSISTANT TO THE CITY MANAGER
ASST CHIEF FINANCIAL OFFICER
ASST DIR SEC-HOMELAND SECURITY
ASST DIR-COMMUNCTNS/COMM RELTNS
ASST DIRECTOR-ENVRNMNTL PLNG
ASST DIRECTOR-ENVRNMNTL PLNG
ASST DIRECTOR-HUMAN RESOURCES
ASST DIRECTOR-INFORMATION MGMT
ASST FIRE CHIEF
ASST FIRE CHIEF
ASST MANAGING DIR-ENGINEERING
ASST TO EXEC DIRECTOR
BUDGET MANAGEMENT OFFICER
BUILDING INSPECTION OFFICER
BUSINESS INFO SYSTEMS OFFICER
BUSINESS INFO TECH OFFICER
CHIEF FINANCIAL OFFICER
CHIEF OF POLICE
CITY CLERK BUREAU MANAGER

CITY CLERK BUREAU MANAGER
CITY CONTROLLER
CITY HEALTH OFFICER
CITY SAFETY OFFICER
CITY TREASURER/REVENUE OFFICER
CODE ENFORCEMENT OFFICER
COMMUNICATIONS OFFICER
COMMUNICATIONS OFFICER
COMMUNITY INFORMATION OFFICER
CONSTRUCTION SERVICES OFFICER
CUSTOMER SERVICES OFFICER
DEPARTMENT SAFETY OFFICER
DEPARTMENT SAFETY OFFICER
DEPARTMENT SAFETY OFFICER
DEPUTY CHIEF OF POLICE
DEPUTY CHIEF OF POLICE
DEPUTY CHIEF OF POLICE
DEPUTY DIRECTOR/CITY ENGINEER
DEPUTY DIRECTOR-CIVIL SERVICE
DEPUTY FIRE CHIEF
DEPUTY FIRE CHIEF
DEPUTY FIRE CHIEF
DIRECTOR OF COMMUNICATIONS
DIRECTOR OF DEVELOPMENT SVCS
DIRECTOR OF ENGINEERING
DIRECTOR OF FINANCIAL MGMT
DIRECTOR OF HEALTH & HUMAN SVC
DIRECTOR OF INFORMATION MGMT
DIRECTOR OF LIBRARY SERVICES
DIRECTOR OF LONG BEACH AIRPORT
DIRECTOR OF MAINTENANCE
DIRECTOR OF PRKS, REC & MARINE
DIRECTOR OF PUBLIC WORKS
DIRECTOR OF RISK MANAGEMENT
DIRECTOR OF SECURITY
DIRECTOR OF TECHNOLOGY SVCS
DIRECTOR OF TRADE RELATIONS
DIRECTOR OF WATER RESOURCES
DIRECTOR-CONSTRUCTION MGMT
DIRECTOR-ENGINEERING DESIGN
DIRECTOR-ENVIRONMENTAL PLNG
DIRECTOR-GOVERNMENT AFFAIRS
DIRECTOR-LONG BEACH GAS & OIL
DIRECTOR-PLANNING
DIRECTOR-PROGRAM MANAGEMENT
DIRECTOR-REAL ESTATE

DIRECTOR-TRANSPORTATION PLNG
DIR-GOV AFFAIRS/STRATEGIC INIT
DIR-HR/SPCL SVCS-HARBOR
DIVISION ENGINEER
DIVISION ENGINEER-OIL PROP
DIVISION ENGINEER-OIL PROP
DIVISION ENGINEER-OIL PROP
DIVISION ENGINEER-OIL PROP
DIVISION ENGINEER-PUBLIC WORKS
EMPLOYEE ASSISTANCE OFF-POLICE
ENGINEERING/DEVELPMNT SVCS OFF
EXEC ASST TO ASST CTY MGR
EXEC ASST TO CITY MANAGER
EXECUTIVE ASSISTANT
EXECUTIVE SECRETARY-HARBOR
EXECUTIVE SECRETARY-HARBOR
EXECUTIVE SECRETARY-HARBOR
EXECUTIVE SECRETARY-HARBOR
FACILITIES MANAGEMENT OFFICER
FACILITIES MANAGEMENT OFFICER
FINANCIAL SERVICES OFFICER
FINANCIAL SERVICES OFFICER
FINANCIAL SERVICES OFFICER
FINANCIAL SERVICES OFFICER
FINANCIAL SYSTEMS OFFICER
FIRE CHIEF
FORENSIC SCIENCE SVCS ADMINSTR
GEN SUPT-RECREATION
GENERAL SUPT OF OPERATIONS
HISTORIC SITES OFFICER

HOMELESS SERVICES OFFICER
HOUSING ASSISTANCE OFFICER
HOUSING DEVELOPMENT OFFICER
HOUSING OPERATIONS OFFICER
HUMAN RESOURCES OFFICER
HUMAN RESOURCES OFFICER
HUMAN RESOURCES OFFICER
HUMAN SERVICES OFFICER
JAIL ADMINISTRATOR
LABORATORY SERVICES OFFICER
LABORATORY SERVICES SUPERVISOR
MANAGEMENT INFO SYS OFFICER
MANAGER OF ACCOUNTING
MANAGER OF PORT PROJECTS
MANAGER OF PORT PROJECTS
MARINE SAFETY CHIEF
MGR-ADMIN & FINANCIAL SERVICES
MGR-ADMINISTRATION
MGR-ADMINISTRATION
MGR-ANIMAL CARE SERVICES
MGR-AUTOMATED SERVICES
MGR-BUSINESS INFORMATION SVCS
MGR-BUSINESS OPERATIONS
MGR-BUSINESS OPERATIONS
MGR-BUSINESS RELATIONS
MGR-COMMERCIAL SERVICES
MGR-CONTRACT ADMINISTRATION
MGR-CUSTOMER SERVICE-TECH SVC
MGR-DISASTER MANAGEMENT
MGR-ELECTRIC GENERATION
MGR-EMERGENCY MANAGEMENT
MGR-ENGINEERING & CONSTRUCTION
MGR-ENVIRONMENTAL HEALTH
MGR-ENVIRONMENTAL SERVICES
MGR-FACILITIES MAINTENANCE
MGR-FLEET SERVICES
MGR-FLEET/ENVIRONMENTAL SVCS
MGR-GAS SERVICES
MGR-GOVERNMENT/PUBLIC AFFAIRS
MGR-HOUSING AUTHORITY
MGR-HOUSING SERVICES
MGR-INFRASTRUCTURE MAINTENANCE
MGR-MAIN LIBRARY SVCS
MGR-MAINTENANCE OPERATIONS
MGR-MARINE OPERATIONS
MGR-NEIGHBORHOOD LIBRARY SVCS

MGR-NEIGHBORHOOD LIBRARY SVCS
MGR-NEIGHBORHOOD SERVICES
MGR-OIL OPERATIONS
MGR-PLANNING
MGR-PLANNING & DEVELOPMENT
MGR-PREVENTIVE HEALTH
MGR-PROPERTY SERVICES
MGR-PUBLIC HEALTH
MGR-PUBLIC SERVICE
MGR-RECREATION SERVICES
MGR-SAFETY/BUSINESS CONTINUITY
MGR-SECURITY & EMERGENCY PREP
MGR-SPECIAL EVENTS & FILMING
MGR-SUPPORT SERVICES-HEALTH
MGR-TECH INFRASTRUCTURE SVCS
MGR-WORKFORCE DEVELOPMENT
NEIGHBORHOOD IMPRVMT OFFICER
NEIGHBORHOOD RESOURCES OFFICER
NURSING SERVICES OFFICER
NUTRITION SERVICES OFFICER
OCCUPATIONAL HLTH SVCS OFFICER
PARK DEVELOPMENT OFFICER
PARKING OPERATIONS OFFICER
PLANNING OFFICER
POLICE ADMIN BUREAU CHIEF
POLICE COMMANDER
POLICE RECORDS ADMINISTRATOR
PREVENTION SERVICES OFFICER
PROCUREMENT & WAREHOUSE SUPV
REAL ESTATE OFFICER
RECREATION SUPERINTENDENT
RECREATION SUPERINTENDENT
REDEVELOPMENT ADMINISTRATOR
REDEVELOPMENT PROJECT OFFICER
REDEVELOPMENT PROJECT OFFICER
REDEVELOPMENT PROJECT OFFICER

REDEVELOPMENT PROJECT OFFICER
REVENUE MANAGEMENT OFFICER
RISK MANAGER
SECRETARY TO THE BOARD-WATER
SERRF OPERATIONS OFFICER
SEWER OPERATIONS SUPT
SPECIAL PROJECTS OFF-HOUSING
SPECIAL PROJECTS OFFICER
SPECIAL PROJECTS OFF-PUB WORKS
SPECIAL PROJECTS OFF-PUB WORKS
STRM WTR/ENVRN CMLNOC OFFICER
SUPT-AIRPORT OPERATIONS
SUPT-AIRPORT OPERATIONS
SUPT-FLEET ACQUISITION
SUPT-FLEET MAINTENANCE
SUPT-FLEET OPERATIONS
SUPT-OPERATIONS
SUPT-PARK MAINTENANCE
SUPT-PARK MAINTENANCE
SUPT-PARK MAINTENANCE
SUPT-PARK MAINTENANCE
SUPT-PERSONNEL & TRAINING
SUPT-PIPELINE CONST & MAINT
SUPT-REFUSE & STREET SWEEPING
SUPT-STREET MAINTENANCE
SUPT-TOWING & LIEN SALES
SUPT-TRAFFIC OPERATIONS
TECHNICAL SUPPORT OFFICER
TELECOMMUNICATIONS OFFICER
TELEMETRY SYSTEMS SUPT
TRANSPORTATION PROGRAMMING OFF
TREASURY OPERATIONS OFFICER
TREASURY OPERATIONS OFFICER
VIDEO COMMUNICATIONS OFFICER
WATER OPERATIONS SUPT
WATER TREATMENT SUPT
WIRELESS COMMUNICATIONS OFCR
WORKFORCE DEVELOPMENT OFFICER
WORKFORCE DEVELOPMENT OFFICER
WORKFORCE DEVELOPMENT OFFICER
ZONING OFFICER