

OFFICE OF THE CITY ATTORNEY
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RESOLUTION NO. RES-24-0054

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-23-0129 adopted on September 5, 2023, amended, created and established positions of employment and fixed and prescribed the salaries and compensation of the officers and employees of the City, commencing on the first day of the pay period that includes October 1, 2023; and

WHEREAS, it is now the desire of the City Council to confirm, readopt, amend and restate the provisions of Resolution No. RES-23-0129, as amended, and to incorporate the confirmed, readopted and amended provisions into this resolution;

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

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SALARY RESOLUTION
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Section 1. TITLE

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

Section 2. ESTABLISHMENT OF OFFICES, POSITIONS AND COMPENSATION

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

Section 3. POSITION COMPENSATION DESIGNATION

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

Section 4. POSITION DUTIES

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

Section 5. ESTABLISHMENT OF PAY PERIODS AND PAY DAYS

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

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

3 **Section 6. EMPLOYMENT COMPENSATION**

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

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

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

21 **Section 8. COMPENSATION COMPUTATION**

22 A. Hourly

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

28

1 B. Unpermitted Absences

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

10 C. 56-Hour Equivalent

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

14 D. Platoon Pay Reduction

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

26 E. Platoon Overtime

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

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

2 **Section 9. PAY DEDUCTION AUTHORIZATION**

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

11 **Section 10. PAY RATES**

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

23 **Section 11. PAY RATE PROGRESSION**

24 A. Seven-Step Pay Rate Progression

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

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

12 B. Six-Step Pay Rate Progression

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

27 C. Five-Step Pay Rate Progression

28 For employees covered by an existing Memorandum of Understanding with

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

12 D. Lifeguard-Hourly - NC

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

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

1 a step increase.

2 E. Ambulance Operator

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

8 F. Exception to Pay Rate Progression

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

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

14 A. Salary Ranges

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

24 B. Merit Increases/Decreases

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

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

9 C. Salary Adjustments

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

18 D. Executive Performance Incentive Compensation

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

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

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

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

6 For the City Attorney's Office, the City Auditor's Office and the City
7 Prosecutor's Office only, each employee assigned to an Executive Salary Range or to the
8 Professional Salary Range shall be eligible to participate and receive Individual
9 Performance Incentive Compensation. It shall be in the exclusive discretion of the elected
10 appointing authority to determine which among their eligible employees will participate in
11 Individual Performance Incentive Compensation.

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

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

25 A. Elected Officials

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

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B. City Clerk

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

C. City Manager

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

D. Director of Police Oversight

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

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

A. Merit Increases

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

B. General Increases

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

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C. Fringe Benefits

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

Section 15. PROMOTIONS

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

Section 16. OVERTIME

The method of computation of the amount of additional compensation to be paid to an employee for overtime worked shall be in accordance with and pursuant to the applicable definitions, conditions, and requirements of the pertinent and applicable Memorandum of

1 Understanding (MOUs), Personnel Ordinance, and in accordance with and pursuant to the
2 Fair Labor Standards Act (FLSA).

3 **Section 17. VACATION CASH OUT**

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

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

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

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

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

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

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

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

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

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

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

25 **Section 19. EXECUTIVE LEAVE**

26 Employees of the City of Long Beach with the position title of City Manager, City Clerk,
27 Director of Police Oversight, Management Assistant, and positions within the Executive or
28 Professional salary ranges of are hereby designated as being eligible to be granted

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

6 **Section 20. TEMPORARY ASSIGNMENTS**

7 A. Training and Development

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

13 B. Rehabilitation or Recovery from a Medical Condition

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

21 C. Y-Rate

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

27 **Section 21. ACTING PAY**

28 The City Manager, or the appropriate appointing authority for departments not under the

1 City Manager's authority, may assign an employee of the City to perform as the acting
2 department head, assistant department head, bureau head or division head, whenever a
3 vacancy occurs in any of such positions or when the City Manager, or said appointing
4 authority, determines that the incumbent department head, assistant department head,
5 bureau head or division head is unable to perform the duties of their position, and such an
6 assignment is necessary for the efficient and effective operation of the department, bureau
7 or division. During the time the employee is so assigned and is performing in said acting
8 capacity, the employee shall be entitled to receive the compensation designated by the
9 City Manager or the appropriate appointing authority at one of the salary rates fixed and
10 prescribed by this resolution for the position to which said employee is assigned.

11 **Section 22. SKILL AND OTHER PAYS**

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

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Section 23. PERFORMANCE INCENTIVE COMPENSATION

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

Section 24. CITYWIDE RECRUITMENT INCENTIVE PROGRAM

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

1. Departments can provide a one-time sign-on bonus up to \$6,000 to a newly hired employee during specific periods of employment. The amount of up to \$1,000 ad hoc lump sum payment shall be paid to the employee upon hire. The amount of up to \$2,000 ad hoc lump sum payment shall be paid after successful completion of a probationary period, where applicable, or 6 months if a probationary period does not apply.

1 . The amount up to \$3,000 ad hoc lump sum payment shall be paid to eligible employees
2 upon completion of 18 months of service.

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

5 **Section 25. CELLULAR PHONE STIPEND**

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

10 **Section 26. UNIFORM ALLOWANCE**

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

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

19 **Section 27. RELOCATION COMPENSATION**

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

27 **Section 28. TUITION REIMBURSEMENT**

28 Permanent full-time or permanent part-time employees who are enrolled in an accredited

1 job and/or career-related college or university study program during off-duty hours and who
2 are eligible to receive tuition reimbursement in accordance with applicable memorandums
3 of understanding will do so per the following schedule:

4 Effective October 1, 1999:

5 Semester/Quarter Payment Schedule

6 1.0 through 5.9 semester units	\$ 375.00
7 1.0 through 7.9 quarter units	\$ 375.00
8 6.0 or more semester units	\$ 400.00
9 8.0 or more quarter units	\$ 400.00
10 Community College	\$ 120.00
11 Total maximum per fiscal year	\$ 800.00

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

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

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

25 **Section 30. TRANSPORTATION**

26 Employees requiring transportation in connection with the performance of their duties for
27 the City, may be assigned a City-owned vehicle by the City Manager or appropriate
28 appointing authority; or, in the alternative, with the approval of the City Manager or

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

6 A. Public Transportation

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

8 B. Privately Owned Vehicle

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

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

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

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

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

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

28 Effective October 1, 2018, employees who use alternative modes of transportation to

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

9 **Section 32. HEALTH INSURANCE**

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

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

15 C. Represented Employees.

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

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

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

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

1 cap, whichever is less.

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

6 D. Non-Represented Employees

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

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

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

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

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

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

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Section 33. IN-LIEU HEALTH INSURANCE PROGRAM

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

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

Section 34. CONSOLIDATED OMNIBUS BUDGET RECONCILIATION ACT (COBRA)

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

Section 35. LIFE INSURANCE AND DISABILITY INSURANCE

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

A. City Employees

Employees of the City, including employees of the Harbor Department and Long Beach Utilities Department, shall, during the time that they actually hold an office or

1 position of employment with the City, be entitled to receive as additional compensation
2 such group life insurance benefits as may be provided from time to time in a policy or
3 policies of insurance obtained by the City.

4 B. Elected/Appointed/Executive/Professional

5 Employees assigned to Salary Range E00, the City Manager, the City
6 Attorney, Assistant City Attorney, Principal Deputy City Attorney, Senior Deputy City
7 Attorney, the City Prosecutor, the Assistant City Prosecutor, the City Auditor, Deputy City
8 Auditor, Associate Attorney, the Mayor, and the City Clerk shall receive, unless they elect
9 an available alternative, as additional compensation life and accidental death and
10 dismemberment insurance benefits equal to three times their full annual salary to a
11 maximum of five hundred thousand dollars, and long- and short-term disability insurance.

12 C. Deputy City Attorney/Deputy City Prosecutor/City Auditor Employees

13 Employees in the classification of Deputy City Attorney shall receive as
14 additional compensation a Two Hundred Thousand Dollar (\$200,000) life and accidental
15 death and dismemberment insurance policy and long-term and short-term disability
16 insurance. Employees represented by the City Attorneys Association, except as noted
17 above, shall receive as additional compensation a One Hundred Thousand Dollar
18 (\$100,000) life and accidental death and dismemberment insurance policy and long-term
19 and short-term disability insurance. Employees in the classification of Performance Audit
20 Manager, Senior Auditor, Staff Auditor, and Audit Analyst shall receive as additional
21 compensation a One Hundred Thousand Dollar (\$100,000) life and accidental death and
22 dismemberment insurance policy, and long-term and short-term disability insurance.
23 Employees in the classification of Deputy City Prosecutor shall receive as additional
24 compensation a Two Hundred Thousand Dollar (\$200,000) life and accidental death and
25 dismemberment insurance policy and long-term and short-term disability insurance.
26 Employees represented by the City Prosecutors Association, except as noted above, shall
27 receive as additional compensation a One Thousand Dollar (\$100,000) life and accidental
28 death and dismemberment insurance policy and long-term and short-term disability

1 insurance.

2 D. Confidential Employees

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

7 E. City Council

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

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

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

19 **Section 37. RETIREMENT**

20 A. City Payment of Employee Portion

21 In accordance with the Resolution approved by the City Council on February
22 15, 2011, employees represented by the Long Beach Management Association (non-
23 safety managers only), the Long Beach Association of Confidential Employees, and
24 unrepresented management employees hired by the City on or after February 26, 2011,
25 shall pay the full amount of each such individual employee's normal retirement
26 contributions.

27 Effective October 1, 2011, employees represented by the Long Beach
28 Management Association (Police safety managers only) and the Long Beach Police

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

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

7 In accordance with the Resolution approved by the City Council on February
8 15, 2011, employees represented by the Long Beach Management Association (safety
9 managers only), hired by the City on or after February 26, 2011, shall pay the full amount
10 of each such individual employee's normal retirement contributions.

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

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

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

21 Effective November 5, 2011, the City shall retract its previous implementation
22 of Government Code Section 20636(c)(4) pursuant to Section 20691 as to paying and
23 reporting the value of Employer Paid Member Contributions (EPMC) for all employees
24 represented by the Long Beach Firefighters' Association and Long Beach Police Officers
25 Association. In doing so, the City will pay zero percent (0%) and report the same percent
26 (0%) and the member will pay one hundred percent (100%) of the normal member
27 contribution.

28 Effective November 16, 2013, the City shall retract its previous

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

11 B. Tiers

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

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

- 20 a. 3.0% at 50 retirement formula;
- 21 b. 5.0% cost of living provision;
- 22 c. Final compensation based on the average monthly pay rate for
23 the highest period of twelve consecutive months; and
- 24 d. Post-retirement Survivor Allowance.

25 2. All eligible new employees in positions represented by the Long Beach
26 Lifeguard Association and the Long Beach Firefighters Association employed after October
27 7, 1989, and all eligible new employees in positions represented by the Long Beach Police
28 Officers Association employed after April 21, 1990, shall be provided the opportunity for

1 the following CalPERS retirement benefits:

- 2 a. 3.0% at 50 retirement formula;
- 3 b. 2.0% cost of living provision;
- 4 c. Final compensation based upon the average monthly pay rate
- 5 for the highest period of twelve consecutive months; and.
- 6 Post-retirement Survivor Allowance.

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

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

- 19 a. 2.0% at 50 retirement formula (gradually increases to 2.7% at
- 20 55);
- 21 b. 2.0% cost of living provision;
- 22 c. Final compensation will be based upon a three-year average;
- 23 and
- 24 d. Post-retirement Survivor Allowance.

25 4. In accordance with the Public Employees' Pension Reform Act of 2013
26 (PEPRA), all new eligible employees in positions represented by the Long Beach
27 Management Association (safety managers only), Long Beach Firefighters Association
28 Local 372, Long Beach Lifeguard Association and the Long Beach Police Officers

1 Association employed on or after January 1, 2013, and who are also deemed to be a new
2 CalPERS member shall be provided the opportunity for the following CalPERS retirement
3 benefits:

- 4 a. 2.7% at 57 retirement formula;
- 5 b. 2% cost of living provision;
- 6 c. Final compensation based upon the average monthly pay rate
7 for the highest three-year compensation period; and
- 8 d. Post-retirement Survivor Allowance.

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

- 16 a. 2.7% at 55 retirement formula;
- 17 b. 5.0% cost of living provision;
- 18 c. Final compensation based upon the average monthly pay rate
19 for the highest period of twelve consecutive months; and
- 20 d. Post-retirement Survivor Allowance.

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

- 1 a. 2.7% at 55 retirement formula;
- 2 b. 2.0% cost of living provision;
- 3 c. Final compensation based upon the average monthly pay rate
- 4 for the highest period of twelve consecutive months; and
- 5 d. Post-retirement Survivor Allowance.

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

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

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

1 retirement benefits:

- 2 a. 2.0% at 62 retirement formula;
- 3 b. 2.0% cost of living provision;
- 4 c. Final compensation based upon the average monthly pay rate
- 5 for the highest three-year compensation period; and
- 6 d. Post-retirement Survivor Allowance.

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

14 **Section 38. DEFERRED COMPENSATION**

15 A. Marine Safety

16 Management employees in the position of Marine Safety Chief shall be
17 eligible to participate in the same deferred compensation matching program as afforded to
18 employees in professional classifications of the Long Beach Lifeguard Association This
19 position shall also be eligible to any applicable deferred compensation benefit pursuant to
20 the Long Beach Management Association.

21 B. City Clerk and Director of Police Oversight

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

- 26 • A maximum of up to two percent (2%) of base salary for Classic CalPERS
- 27 members.
- 28 • Up to three percent (3%) of base salary for qualified Public Employees' Pension

- 1 Reform Act (PEPRA) CalPERS members.
- 2 • Effective the first full pay period including October 1, 2024, the City contribution
- 3 will increase from three percent (3%) to four percent (4%) of base salary for
- 4 qualified PEPRA CalPERS members.
- 5 • Effective the first full pay period including October 1, 2025, the City contribution
- 6 will increase from four percent (4%) to five percent (5%) of base salary for
- 7 qualified PEPRA CalPERS members.

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

9 Except as otherwise provided in this resolution and any other applicable Federal or State

10 laws, rules and regulations, it is the intent of the City Council, by the adoption of this Salary

11 Resolution, to prescribe the salaries and compensation of the employees of the City of

12 Long Beach, including the implementation of such adjustments in salaries and

13 compensation for the employees in each office or position of employment with the City as

14 provided in any applicable Memorandum of Understanding which has heretofore been

15 approved and adopted by the City Council, and in the event of any inconsistency or conflict

16 between the provisions of this resolution and the applicable Memorandum of

17 Understanding regarding such adjustments in compensation due to any inadvertence,

18 oversight, or clerical error, it is intended that the provisions in such Memorandum of

19 Understanding shall control and shall supersede the provisions of this resolution, and such

20 adjustments to the salaries and compensation shall be deemed to have been correctly

21 included herein, effective as of the applicable effective date, and such matters shall be

22 subsequently corrected by appropriate action.

23 **Section 40. MINIMUM WAGE**

24 Notwithstanding any applicable other provision of this resolution and any applicable

25 Memorandum of Understanding which has heretofore been approved and adopted by the

26 City Council, the minimum hourly rate for City employees shall be no less than the current

27 California State and federal minimum wage hourly rate, whichever is greater.

28 In the event of any inconsistency or conflict between the applicable City

1 resolution or Council approved Memorandum of Understanding regarding employee
2 compensation due to any inadvertence, oversight, or clerical error, it is intended that the
3 employees shall receive an hourly rate that is no less than the current applicable Federal
4 Minimum Wage hourly rate or the current California State Minimum Wage hourly rate,
5 whichever is greater.

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

7 This resolution shall be deemed operative as of 12:01 a.m. on the first day of
8 the pay period that includes April 16, 2024, except as may otherwise be provided by
9 specific provisions of this resolution, and the City Clerk shall certify the vote adopting this
10 resolution.

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

13
14 Ayes: Councilmembers: Zendejas, Duggan, Supernaw, Kerr, Saro,
15 Uranga, Ricks-Oddie.

16
17
18 Noes: Councilmembers: None.

19
20 Absent: Councilmembers: Allen, Austin.

21
22 Recusal(s): Councilmembers: None.

23
24
25
26 
27 _____
28 City Clerk

POSITION TITLES AND
ASSIGNED SALARY RANGE NUMBERS

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

1	Development	
2	Administrative Officer - Library Services	E30
3	Administrative Officer – Police	E30
4	Administrative Officer - Public Works	E30
5	Administrative Services Officer	E30
6	Advance Planning Officer	E70
7	Airport Engineering Officer	E70
8	Airport Operations Assistant I	360
9	Airport Operations Assistant II	410
10	Airport Operations Officer	E70
11	Airport Operations Specialist I	512
12	Airport Operations Specialist II	540
13	Airport Noise Compliance Officer	E70
14	Ambulance Operator	P-26, P-27, P-29
15	Animal Control Officer I	411
16	Animal Control Officer II	431
17	Animal Control Officer III (T)	492
18	Animal Health Technician	420
19	Animal Services Operations Supervisor	612
20	Aquatics Supervisor I	503
21	Aquatics Supervisor II	572
22	Assistant Administrative Analyst I	472
23	Assistant Administrative Analyst I – Conf	470
24	Assistant Administrative Analyst II	532
25	Assistant Administrative Analyst II – Conf	530
26	Assistant Buyer I	419
27	Assistant Buyer II	459
28		

1	Assistant Chief of Staff-Prosecutor	B00
2	Assistant City Attorney	E57
3	Assistant City Auditor	E98
4	Assistant City Clerk	E77
5	Assistant City Controller	E10
6	Assistant City Engineer	E10
7	Assistant City Manager	E38
8	Assistant City Prosecutor	E23
9	Assistant Fire Chief	E93
10	Assistant Planner I	513
11	Assistant Planner II	577
12	Assistant to the City Manager	E95
13	Assistant Traffic Signal Technician I	430
14	Assistant Traffic Signal Technician II	470
15	Audit Analyst	B00
16	Automatic Sprinkler Control Technician	440
17	Battalion Chief	185
18	Body and Fender Mechanic - Painter I	480
19	Body and Fender Mechanic - Painter II	509
20	Broadcast Production Specialist	B00
21	Budget Analysis Officer	E45
22	Budget Management Officer	E45
23	Building Inspections Officer	E70
24	Building Maintenance Engineer	560
25	Building Services Supervisor	434
26	Business Info Tech Officer	E45
27	Business Services Officer	E75
28	Business Systems Specialist I	530

1	Business Systems Specialist II	570
2	Business Systems Specialist III	610
3	Business Systems Specialist IV	650
4	Business Systems Specialist V	690
5	Business Systems Specialist VI	730
6	Business Systems Specialist VII	770
7	Buyer I	541
8	Buyer II	612
9	Capital Project Coordinator (T)	643
10	Capital Project Coordinator I	642
11	Capital Project Coordinator II	662
12	Capital Project Coordinator III	691
13	Capital Project Coordinator IV	751
14	Carpenter	481
15	Case Manager I	250
16	Case Manager II	340
17	Case Manager III	380
18	Cement Finisher I	432
19	Cement Finisher II	452
20	Chief Assistant City Prosecutor	E79
21	Chief Building Inspector	684
22	Chief Construction Inspector	685
23	Chief Gang Prosecutor	C00
24	Chief of Administrative Operations	E25
25	Chief of Police	E56
26	Chief of Staff-Council	E12
27	Chief of Staff-Mayor	E84
28	Chief of Staff-Prosecutor	E84

1	Chief Surveyor	698
2	Chronic Disease and Injury Prevention Officer	E75
3	City Attorney	980
4	City Auditor	960
5	City Clerk	950
6	City Clerk Analyst	601
7	City Clerk Assistant	392
8	City Clerk Bureau Manager	E10
9	City Clerk Specialist	562
10	City Controller	E25
11	City Council Member	D10
12	City Engineer	E55
13	City Health Officer	E26
14	City Manager	990
15	City Mayor	940
16	City Prosecutor	970
17	City Traffic Engineer	E10
18	City Treasurer	E25
19	Civil Engineer	645
20	Civil Engineering Assistant	515
21	Civil Engineering Associate	595
22	Claims Investigator/Representative I (T)	593
23	Clerk I	261
24	Clerk II	290
25	Clerk III	320
26	Clerk Supervisor	440
27	Clerk Typist I	320
28	Clerk Typist II	350

1	Clerk Typist III	381
2	Clerk Typist III – Conf	380
3	Clerk Typist IV	411
4	Clinical Services Officer	E70
5	Code Enforcement Officer	E75
6	Combination Building Inspector	535
7	Combination Building Inspector Aide I	374
8	Combination Building Inspector Aide II	404
9	Communicable Disease Surveillance and Control Officer	E75
10	Communication Specialist I	520
11	Communication Specialist II	560
12	Communication Specialist III	600
13	Communication Specialist IV	650
14	Communication Specialist V	690
15	Communication Specialist VI	730
16	Communication Specialist VII	780
17	Communications Center Coordinator	631
18	Communications Center Officer	E75
19	Communications Center Supervisor	592
20	Community Development Analyst I (T)	572
21	Community Development Analyst II (T)	601
22	Community Development Analyst III (T)	632
23	Community Development Clerical Assistant I	322
24	Community Development Clerical Assistant II	349
25	Community Development Clerical Assistant III	384
26	Community Impact Officer	E75
27	Community Information Officer	E75
28		

1	Community Information Specialist I	351
2	Community Information Specialist II	393
3	Community Program Specialist I	472
4	Community Program Specialist II	532
5	Community Program Specialist III	572
6	Community Program Specialist IV	601
7	Community Program Specialist V	632
8	Community Program Technician I	370
9	Community Program Technician II	401
10	Community Program Technician III	433
11	Community Program Technician IV	464
12	Community Services Assistant I	420
13	Community Services Assistant II	451
14	Community Services Supervisor	573
15	Community Worker	320
16	Construction Inspector I	535
17	Construction Inspector II	574
18	Construction Services Officer	E70
19	Councilmanic Secretary	469
20	Counselor I	251
21	Counselor II	452
22	Criminalist I – Misc	590
23	Criminalist II -Misc	660
24	Criminalist III - Misc	680
25	Criminalist IV - Misc	700
26	Criminalist Supervisor	700
27	Cultural Program Supervisor	577
28	Curator	534

1	Current Planning Officer	E70
2	Customer Relations Officer	E75
3	Customer Service Representative I	332
4	Customer Service Representative II	364
5	Customer Service Representative III	402
6	Customer Services Officer	E75
7	Customer Services Supervisor I	484
8	Customer Services Supervisor II	511
9	Cyber Security Officer	E10
10	Data Center Officer	E70
11	Data Processing Assistant	409
12	Department Safety Officer	E75
13	Deputy Chief of Police	E78
14	Deputy City Attorney (T)	C00
15	Deputy City Attorney I	101
16	Deputy City Attorney II	102
17	Deputy City Attorney III	103
18	Deputy City Auditor	E96
19	Deputy City Clerk I	534
20	Deputy City Clerk II	555
21	Deputy City Manager	E72
22	Deputy City Prosecutor	C00
23	Deputy City Prosecutor I	501
24	Deputy City Prosecutor II	502
25	Deputy City Prosecutor III	503
26	Deputy City Prosecutor IV	504
27	Deputy Director – Airport	E16
28	Deputy Director - Civil Service	E16

OFFICE OF THE CITY ATTORNEY
 DAWN MCINTOSH, City Attorney
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 Long Beach, CA 90802-4664

1	Deputy Director – Community Development	E16
2	Deputy Director – Economic Development	E16
3	Deputy Director - Financial Management	E16
4	Deputy Director – Health and Human Services	E16
5	Deputy Director - Human Resources	E16
6	Deputy Director – Parks, Recreation & Marine	E16
7	Deputy Director – Public Works	E16
8	Deputy Director- Technology Services	E16
9	Deputy Fire Chief	E87
10	Deputy Fire Marshal	699
11	Detention Officer I	434
12	Detention Officer II	494
13	Development Project Manager I	634
14	Development Project Manager II	662
15	Development Project Manager III	681
16	Digital Equity and Inclusion Officer	E45
17	Director of Community Development	E01
18	Director of Economic Development	E01
19	Director of Disaster Prep/Emergency Comm	E01
20	Director of Financial Management	E68
21	Director of Long Beach Airport	E01
22	Director of Energy Resources	E01
23	Director of Health and Human Services	E01
24	Director of Human Resources	E68
25	Director of Library Services	E01
26	Director of Parks, Recreation, and Marine	E01
27	Director of Police Oversight	920
28		

ATTACHMENT A

1	Director of Public Works	E01
2	Director of Technology and Innovation	E01
3	Disaster Preparedness Officer	E75
4	Diversion Program Coordinator	B00
5	Division Engineer - Oil Prop	E19
6	Election Employee	P-36
7	Electrical Engineer	650
8	Electrical Inspector	534
9	Electrical Supervisor	554
10	Electrician	503
11	Emergency Medical Education Coordinator	750
12	Emergency Medical Educator	680
13	Employment Services Officer - Civil Service	E45
14	Engineering Aide I	307
15	Engineering Aide II	344
16	Engineering Aide III	419
17	Engineering Technician I	464
18	Engineering Technician II	505
19	Environmental Health Operations Officer	E75
20	Environmental Health Specialist I	483
21	Environmental Health Specialist II	542
22	Environmental Health Specialist III	563
23	Environmental Health Specialist IV	594
24	Environmental Specialist Associate	596
25	Epidemiologist	521
26	Epidemiologist – Supervisor	593
27	Equipment Mechanic I	483
28	Equipment Mechanic II	502

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1	Equipment Operator I	372
2	Equipment Operator II	416
3	Equipment Operator III	442
4	Events Coordinator I	470
5	Events Coordinator II	530
6	Executive Assistant	E67
7	Executive Assistant – City Attorney	E21
8	Executive Assistant – Confidential	B00
9	Executive Assistant to Assistant City Manager	E03
10	Executive Assistant to City Manager	E03
11	Executive Director - Civil Service	E89
12	Executive Director of the Regional Workforce Investment Board	E25
13	Executive Personal Aide	E67
14	Facilities Management Officer	E75
15	Financial Controls Analyst	630
16	Financial Services Officer	E30
17	Financial Systems Officer	E45
18	Fingerprint Classifier	430
19	Fire Boat Pilot	140
20	Fire Captain	155
21	Fire Chief	E33
22	Fire Engineer	105
23	Firefighter	055
24	Firefighter Trainee	B00
25	Fire Recruit	045
26	Fleet Finance Officer (T)	E30
27	Fleet Services Supervisor I	556
28	Fleet Services Supervisor II	622

1	Forensic Science Services Administrator	E70
2	Forensic Specialist I	532
3	Forensic Specialist II	580
4	Forensic Specialist Supervisor	632
5	Garage Service Attendant I	373
6	Garage Service Attendant II	393
7	Garage Service Attendant III	450
8	Garage Supervisor I	551
9	Garage Supervisor II	621
10	Gardener I	360
11	Gardener II	392
12	General Liability Claims Adjuster I	523
13	General Liability Claims Adjuster II	582
14	General Liability Claims Adjuster III	645
15	General Librarian	562
16	General Maintenance Assistant	412
17	General Maintenance Supervisor I	472
18	General Maintenance Supervisor II	513
19	General Superintendent – Administration	E10
20	General Superintendent – Community Development	E10
21	General Superintendent of Operations	E10
22	Geographic Information Systems Analyst I	527
23	Geographic Information Systems Analyst II	564
24	Geographic Information Systems Analyst III	597
25	Geographic Information Systems Supervisor	690
26	Geographic Information Systems Technician I	460
27	Geographic Information Systems Technician II	500
28		

1	Geologist I	748
2	Geologist II	788
3	Grants Accounting Officer	E75
4	Grants and Contracts Management Officer	E75
5	Handwriting Examiner – Safety	070
6	Hazardous Materials Specialist I	563
7	Hazardous Materials Specialist II	594
8	Hazardous Waste Coordinator	590
9	Health Educator I	311
10	Health Educator II	452
11	Helicopter Mechanic	580
12	Homeless Programs Officer	E75
13	Homeless Administrative Operations Officer	E75
14	Housing Aide I	353
15	Housing Aide II	383
16	Housing Assistance Coordinator	554
17	Housing Development Officer	E75
18	Housing Operations Officer	E70
19	Housing Operations Program Officer	E75
20	Housing Rehabilitation Counselor	555
21	Housing Rehabilitation Supervisor I	587
22	Housing Rehabilitation Supervisor II	614
23	Housing Specialist I	403
24	Housing Specialist II	433
25	Housing Specialist III	464
26	Human Resources Officer	E45
27	Information Systems Officer	E45
28	Infrastructure Systems Officer	E45

ATTACHMENT A

1	Intelligence Analyst	610
2	Investigator - Police Oversight	B00
3	Investigator - City Prosecutor	B00
4	Jail Administrator	E25
5	Laboratory Assistant I	362
6	Laboratory Assistant II	381
7	Laboratory Assistant III	420
8	Labor Compliance Officer	E75
9	Laboratory Assistant	359
10	Laboratory Services Officer	E15
11	Law Clerk	B00
12	Law Clerk - City Prosecutor	C00
13	Legal Administrative Assistant	B00
14	Legal Administrator	E61
15	Legal Assistant (T)	B00
16	Legal Assistant I	460
17	Legal Assistant II	480
18	Legal Assistant III	530
19	Legal Assistant IV	550
20	Legal Assistant – Subrogation	B00
21	Legal Assistant – Supervisor	B00
22	Legal Office Assistant	386
23	Legal Office Specialist	406
24	Legal Records Assistant	356
25	Legal Records Supervisor	443
26	Legal Records Specialist	386
27	Legal Records Management Coordinator	583
28	Legal Secretary I	387

ATTACHMENT A

1	Legal Secretary II	408
2	Legal Stenographer I	316
3	Legal Stenographer II	336
4	Legal Stenographer III	356
5	Legal Systems Support Specialist	B00
6	Legal Technologist-City Prosecutor	B00
7	Legislative Aide	B00
8	Legislative Assistant	B00
9	Legislative Clerk	380
10	Liability Claims Assistant I	409
11	Liability Claims Assistant II	460
12	Library Aide	270
13	Library Assistant	431
14	Library Circulation Supervisor	564
15	Library Clerk I	331
16	Library Clerk II	370
17	Library Clerk III	401
18	Library Clerk IV	431
19	Library Youth Services Officer	E75
20	License Inspector I	450
21	License Inspector II	470
22	Licensed Vocational Nurse	441
23	Locksmith	480
24	Machinist	490
25	Maintenance Aide I	230
26	Maintenance Aide II	260
27	Maintenance Assistant I	291
28	Maintenance Assistant II	330

1	Maintenance Assistant III	362
2	Maintenance Planner I	540
3	Maintenance Planner II	581
4	Management Assistant	B00
5	Manager – Administration	E10
6	Manager - Administrative and Financial Services	E10
7	Manager – Administrative Operations	E25
8	Manager – Airport Operations	E10
9	Manager - Animal Care Services	E10
10	Manager - Automated Services	E10
11	Manager – Branch Library Services	E10
12	Manager – Budget/Performance Management	E82
13	Manager - Business Information Services	E25
14	Manager - Business Operations	E10
15	Manager - Business Relations	E10
16	Manager – Business Systems Partner	E25
17	Manager- Cannabis Oversight	E75
18	Police Oversight Officer	E75
19	Manager - City Safety	E10
20	Manager – Code Enforcement	E10
21	Manager – Collective Impact	E10
22	Manager - Commercial Services	E10
23	Manager – Communicable Disease and Emergency Response	E10
24	Manager – Community and Governmental Affairs	E10
25	Manager – Community Health	E10
26	Manager – Digital Services Bureau	E25
27	Manager - Economic Development	E10
28		

1	Manager - Electric Generation	E25
2	Manager – Enterprise Information Services	E25
3	Manager - Environmental Health	E10
4	Manager - Environmental Services	E25
5	Manager - Fleet Services	E10
6	Manager – Gas and Oil Operations	E19
7	Manager – Government Affairs	E10
8	Manager - Housing Authority	E10
9	Manager – Housing & Neighborhood Services	E10
10	Manager - Homeless Services	E10
11	Manager - Information Services	E50
12	Manager – Labor Relations	E82
13	Manager - Main Library Services	E10
14	Manager - Maintenance Operations	E10
15	Manager - Marine Operations	E10
16	Manager- Office of Innovation	E25
17	Manager - Operations and Administration	E25
18	Manager - Operations Support	E10
19	Manager- Park, Planning and Partnership	E10
20	Manager – People and Operations	E25
21	Manager - Planning Bureau	E25
22	Manager - Preventive Health	E10
23	Manager - Project Development	E10
24	Manager - Property Services	E10
25	Manager - Public Service	E10
26	Manager - Recreation Services	E10
27	Manager – Risk and Occupational Health Services	E10
28		

ATTACHMENT A

OFFICE OF THE CITY ATTORNEY
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1	Manager - Special Events & Filming	E10
2	Manager - Support Services - Health	E25
3	Manager – Technology Engagement and Support	E25
4	Manager - Technology Infrastructure Services	E25
5	Manager – Transportation Project Management	E10
6	Marina Agent I	321
7	Marina Agent II	363
8	Marina Agent III	412
9	Marina Supervisor I	510
10	Marina Supervisor II	573
11	Marine Safety Battalion Chief	120
12	Marine Safety Chief	E17
13	Marine Safety Lieutenant	080
14	Marine Safety Officer	030
15	Marine Safety Sergeant	060
16	Marine Safety Rescue Boat Captain	060
17	Mechanical Engineer	649
18	Mechanical Engineering Associate	599
19	Mechanical Equipment Stock Clerk I	380
20	Mechanical Equipment Stock Clerk II	430
21	Mechanical Supervisor	600
22	Medical Assistant I	251
23	Medical Assistant II	371
24	Medical Social Worker I	494
25	Medical Social Worker II	530
26	Members of Boards and Commissions	D-11, D-12, D13, D-14, D-15, D16, D17
27	Messenger/Mail Clerk I	300
28		

ATTACHMENT A

1	Messenger/Mail Clerk II	370
2	Microbiologist I	542
3	Microbiologist II	573
4	Microbiologist III	613
5	Microbiologist Supervisor	581
6	Motor Sweeper Operator	451
7	Neighborhood Improvement Officer	E75
8	Neighborhood Services Specialist I	400
9	Neighborhood Services Specialist II	430
10	Neighborhood Services Specialist III	460
11	Nurse Practitioner	671
12	Nursing Services Officer	E75
13	Nutrition Aide I	310
14	Nutrition Aide II	359
15	Nutrition Services Officer	E75
16	Occupancy Specialist I	389
17	Occupancy Specialist II	419
18	Occupancy Specialist III	454
19	Office Manager – Prosecutor	B00
20	Office Services Assistant I	310
21	Office Services Assistant II	340
22	Office Services Assistant III	371
23	Office Services Supervisor	500
24	Office Specialist – Prosecutor	B00
25	Offset Press Operator I	391
26	Offset Press Operator II	421
27	Outreach Worker I	260
28	Outreach Worker II	380

1	Painter I	441
2	Painter II	461
3	Painter Supervisor	504
4	Paralegal	B00
5	Park Maintenance Supervisor	521
6	Park Naturalist	470
7	Park Ranger I	449
8	Park Ranger II	505
9	Parking Control Checker I	370
10	Parking Control Checker II	401
11	Parking Control Supervisor	503
12	Parking Meter Technician I	421
13	Parking Meter Technician II	471
14	Partnership Officer	E75
15	Payroll/Personnel Assistant I	350
16	Payroll/Personnel Assistant II	381
17	Payroll/Personnel Assistant III	420
18	Payroll Officer	E75
19	Payroll Specialist I	461
20	Payroll Specialist II	504
21	People and Culture Officer	E75
22	Performance Audit Manager	C00
23	Performance Auditor I	B00
24	Performance Auditor II	B00
25	Performance Auditor III	B00
26	Permit Center Supervisor	534
27	Permit Technician I	404
28	Permit Technician II	455

1	Personnel Analyst I – Conf	570
2	Personnel Analyst II – Conf	600
3	Personnel Analyst III – Conf	630
4	Personnel Analyst IV – Conf	660
5	Personnel Assistant I - Conf	430
6	Personnel Assistant II – Conf	460
7	Petroleum Engineer I	749
8	Petroleum Engineer II	789
9	Petroleum Engineering Associate I	607
10	Petroleum Engineering Associate II	697
11	Petroleum Operations Coordinator	777
12	Petroleum Operations Coordinator I (T)	740
13	Petroleum Operations Coordinator II (T)	777
14	Physician’s Assistant	B00
15	Plan Checker - Electrical I	635
16	Plan Checker - Electrical II	674
17	Plan Checker – Fire Prevention	635
18	Plan Checker – Fire Prevention I	635
19	Plan Checker – Fire Prevention II	674
20		
21	Plan Checker - Mechanical I	635
22	Plan Checker - Mechanical II	674
23	Plan Checker - Plumbing I	635
24	Plan Checker - Plumbing II	674
25	Planner I	532
26	Planner II	593
27	Planner III	642
28	Planner IV	670

1	Planner V	701
2	Plasterer	480
3	Plumber	501
4	Plumber Supervisor	550
5	Plumbing Inspector	534
6	POA President – Police Lieutenant	160
7	POA President – Police Officer	140
8	POA President – Police Sergeant	150
9	Police Administration Bureau Chief	E25
10	Police Commander	E52
11	Police Corporal	100
12	Police Lieutenant	170
13	Police Officer	050
14	Police Oversight Officer	E75
15	Police Property and Supply Clerk	430
16	Police Property and Supply Clerk I	430
17	Police Property and Supply Clerk II	500
18	Police Records Administrator	E70
19	Police Recruit	046
20	Police Sergeant	110
21	Police Services Specialist I	389
22	Police Services Specialist II	440
23	Police Services Specialist III	480
24	Police Systems Supervisor	448
25	Polygraph Examiner – Miscellaneous	643
26	Polygraph Examiner – Safety	070
27	Power Equipment Repair Mechanic I	430
28	Power Equipment Repair Mechanic II	460

1	Power Equipment Repair Mechanic III	509
2	Principal Building Inspector	625
3	Principal Construction Inspector	625
4	Principal Deputy City Attorney	E59
5	Programmer	479
6	Programmer - Analyst I	534
7	Programmer - Analyst II	577
8	Programmer - Analyst III	614
9	Programmer - Analyst IV	653
10	Programmer - Analyst V	693
11	Programmer - Analyst VI	740
12	Program Specialist - City Manager	B00
13	Program Specialist - City Prosecutor	B00
14	Project Budget Analyst I	601
15	Project Budget Analyst II	632
16	Project Budget Analyst III	662
17	Project Management Officer	E70
18	Property Management Specialist I	459
19	Property Management Specialist II	523
20	Prosecutor Assistant (T)	408
21	Prosecutor Assistant I	461
22	Prosecutor Assistant II	481
23	Prosecutor Assistant III	532
24	Prosecutor Assistant IV	552
25	Protection Aide	272
26	Public Affairs Assistant	540
27	Public Affairs Officer	E75
28	Public Affairs Officer - City Manager	E45

ATTACHMENT A

OFFICE OF THE CITY ATTORNEY
DAWN MCINTOSH, City Attorney
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Long Beach, CA 90802-4664

1	Public Health Associate I	251
2	Public Health Associate II	382
3	Public Health Associate III	542
4	Public Health Emergency Management Officer	E75
5	Public Health Nurse I	574
6	Public Health Nurse II	595
7	Public Health Nurse III	611
8	Public Health Nurse Supervisor	641
9	Public Health Nutritionist I	500
10	Public Health Nutritionist II	550
11	Public Health Nutritionist III	600
12	Public Health Physician	C00
13	Public Health Professional I	553
14	Public Health Professional II	594
15	Public Health Professional III	621
16	Public Health Registrar	380
17	Public Information Officer	E75
18	Public Safety Dispatcher I	471
19	Public Safety Dispatcher II	501
20	Public Safety Dispatcher III	531
21	Public Safety Dispatcher IV	561
22	Public Works Supervisor	500
23	Purchasing Agent	E45
24	Real Estate Officer	E75
25	Real Estate Project Coordinator I	634
26	Real Estate Project Coordinator II	660
27	Real Estate Project Coordinator III	680
28		

ATTACHMENT A

1	Real Estate Technician I	431
2	Real Estate Technician II	461
3	Records Manager - City Clerk	587
4	Recreation Assistant	390
5	Recreation Superintendent	E20
6	Recruitment Officer	E45
7	Recycling Specialist I	470
8	Recycling Specialist II	530
9	Refuse Field Investigator	470
10	Refuse Operator I	380
11	Refuse Operator II	410
12	Refuse Operator III	440
13	Refuse Supervisor	533
14	Registered Nurse I	571
15	Registered Nurse II	591
16	Resource Connections Officer	E75
17	Revenue Management Officer	E45
18	Risk Management Officer	E45
19	Safety Specialist I	532
20	Safety Specialist I – Conf	530
21	Safety Specialist II	593
22	Safety Specialist II – Conf	590
23	Safety Specialist III – Conf	653
24	School Guard I	H-73
25	School Guard II	P-28
26	Secretary	412
27	Secretary to the City Auditor	486
28	Secretary to the Mayor	596

1	Senior Accountant	632
2	Senior Animal Control Officer	492
3	Senior Buyer (T)	640
4	Senior City Clerk Analyst	650
5	Senior Civil Engineer	693
6	Senior Combination Building Inspector	574
7	Senior Electrical Inspector	574
8	Senior Engineering Technician I	547
9	Senior Engineering Technician II	577
10	Senior Equipment Operator	511
11	Senior Geological Drafting Technician	567
12	Senior Geologist	787
13	Senior Librarian	630
14	Senior Legal Secretary I	443
15	Senior Legal Secretary II	466
16	Senior Mechanical Engineer	700
17	Senior Mechanical Inspector	574
18	Senior Performance Auditor I	B00
19	Senior Performance Auditor II	B00
20	Senior Payroll/Personnel Assistant (T)	460
21	Senior Petroleum Engineer (T)	787
22	Senior Petroleum Engineering Associate (T)	747
23	Senior Plumbing Inspector	574
24	Senior Prosecutor Assistant	B00
25	Senior Records Clerk	577
26	Senior Structural Engineer	687
27	Senior Survey Technician	508
28	Senior Surveyor	628

1	Senior Traffic Engineer	696
2	SERRF Operations Officer	E75
3	Special Projects Officer	E90
4	Special Projects Officer – Housing	E90
5	Special Services Officer I	361
6	Special Services Officer II	426
7	Special Services Officer III	444
8	Special Services Officer IV	502
9	Special Services Officer V	565
10	Stock and Receiving Clerk	330
11	Storekeeper I	382
12	Storekeeper II	432
13	Storm Drain Maintenance Crew Leader	440
14	Storm Drain Maintenance Crew Member I	380
15	Storm Drain Maintenance Crew Member II	400
16	Storm Drain Plant Mechanic	440
17	Street Landscaping Supervisor I	520
18	Street Landscaping Supervisor II	530
19	Street Maintenance Supervisor I	523
20	Street Maintenance Supervisor II	543
21	Structural Engineer	648
22	Structural Engineer Associate	594
23	Superintendent - Airport Security	E20
24	Superintendent – Animal Control	E20
25	Superintendent - Building and Safety	E25
26	Superintendent - Fleet Acquisition	E20
27	Superintendent - Fleet Maintenance	E20
28	Superintendent - Park Maintenance	E20

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1	Superintendent – Refuse	E20
2	Superintendent - Street Maintenance	E20
3	Superintendent - Street Sweeping	E20
4	Superintendent - Towing & Lien Sales	E20
5	Superintendent – Traffic Operations	E20
6	Supervising Custodian (T)	370
7	Supervising Deputy City Prosecutor	C00
8	Supervising Park Ranger	551
9	Supervising Prosecutor Assistant	B00
10	Supervising Senior Legal Secretary	482
11	Supervising Workers’ Compensation Secretary	469
12	Supervisor - Facilities Maintenance	620
13	Supervisor - Stores and Property	490
14	Supervisor - Waste Operations	572
15	Survey Technician	467
16	Surveyor	554
17	Systems Analyst I	503
18	Systems Analyst II	562
19	Systems Support Specialist I	530
20	Systems Support Specialist II	570
21	Systems Support Specialist III	610
22	Systems Support Specialist IV	650
23	Systems Support Specialist V	690
24	Systems Support Specialist VI	730
25	Systems Support Specialist VII	770
26	Systems Technician I	440
27	Systems Technician II	480
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1	Systems Technician III	520
2	Systems Technician IV	570
3	Technical Aide	280
4	Technical Assistant	404
5	Technical Support Officer	E45
6	Technology Partnership Officer	E45
7	Telecommunications Officer	E70
8	Traffic Engineer	650
9	Traffic Engineering Aide I	454
10	Traffic Engineering Aide II	494
11	Traffic Engineering Associate I	517
12	Traffic Engineering Associate II	598
13	Traffic Painter I	401
14	Traffic Painter II	422
15	Traffic Signal Coordinator	640
16	Traffic Signal Technician I	570
17	Traffic Signal Technician II	610
18	Transportation Planner I	620
19	Transportation Planner II	650
20	Transportation Planner III	680
21	Transportation Planner IV	710
22	Transportation Programs Planner	624
23	Treasury Operations Officer	E45
24	Tree Trimmer I	400
25	Tree Trimmer II	435
26	Vector Control Specialist I	420
27	Vector Control Specialist II	462
28	Veterinarian	B00

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

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In accordance with Section 3(8) of the Civil Service Rules and Regulations of the City of Long Beach, adopted in conformity with Section 1102(a)(8) of the Charter of the City of Long Beach, there are hereby created and established the non-career (NC) positions set forth and listed hereinafter and the compensation of each non-career position is hereby fixed and prescribed at one of the pay rates set forth in the Salary Schedules, which pay rates are indicated opposite each listed non-career position by a Salary Range Number, together with such additional compensation, if any, as provided herein or by applicable ordinance.

NON-CAREER (NC) POSITION TITLES

AND ASSIGNED SALARY RANGE NUMBERS

<u>Position Title</u>	<u>Salary Range No.</u>
Accountant I – NC	492
Accountant II – NC	541
Accounting Clerk I – NC	341
Accounting Clerk II – NC	370
Accounting Clerk III – NC	401
Accounting Technician – NC	M-44
Administrative Analyst I – NC	572
Administrative Analyst II – NC	601
Administrative Analyst III – NC	632
Administrative Analyst I – NC - CONF	570
Administrative Analyst II – NC- CONF	600
Administrative Analyst III – NC – CONF	630
Administrative Analyst IV – NC – CONF	660
Administrative Intern – NC	H-34, H-36, H-38, H-39, H-40, H-41, H-42, H-43, H-44, H-45
Airport Operations Assistant I – NC	M-17
Ambulance Operator – NC	H-26
Animal Control Officer I – NC	M-27
Animal License Inspector – NC	H-31
Assistant Band Conductor – NC	H-61
Assistant Administrative Analyst I – NC	472
Assistant Administrative Analyst II – NC	532
Assistant Administrative Analyst I – NC – CONF	470

ATTACHMENT A

1	Assistant Administrative Analyst II – NC – CONF	530
2	Band Conductor – NC	H-62
3	Carpenter – NC	M-47
4	Case Manager I – NC	250
5	Case Manager II – NC	340
6	Case Manager III – NC	380
7	Civil Engineer – NC	N-94
8	Civil Engineering Assistant – NC	N-58
9	Civil Engineering Associate – NC	N-82
10	Clerical Aide I – NC	H-32
11	Clerical Aide II – NC	H-36
12	Clerk I – NC	M-03
13	Clerk II – NC	M-07
14	Clerk III – NC	M-12
15	Clerk Typist I – NC	320
16	Clerk Typist II – NC	350
17	Clerk Typist II – NC Conf	350
18	Clerk Typist III – NC	381
19	Clerk Typist III – NC Conf	380
20	Clerk Typist IV – NC Conf	411
21	Combination Building Inspector – NC	535
22	Combination Building Inspector Aide I – NC	374
23	Combination Building Inspector Aide II – NC	404
24	Community Program Specialist I – NC	472
25	Community Program Specialist II – NC	532
26	Community Program Specialist III – NC	572
27	Community Program Specialist IV – NC	601
28	Community Program Specialist V -NC	632

ATTACHMENT A

1	Community Worker – NC	M-12
2	Customer Service Representative I – NC	332
3	Customer Service Representative II – NC	364
4	Data Entry Operator I – NC	M-13
5	Data Entry Operator II – NC	M-17
6	Deputy City Prosecutor – NC	B00
7	Electrician – NC	M-53
8	Engineering Aide I – NC	N-09
9	Engineering Aide II – NC	N-16
10	Engineering Aide III – NC	N-33
11	Engineering Technician I – NC	464
12	Engineering Technician II – NC	505
13	Environmental Health Specialist-NC	B00
14	Equipment Mechanic I – NC	M-48
15	Equipment Mechanic II – NC	M-50
16	Equipment Operator I – NC	M-21
17	Equipment Operator II – NC	M-32
18	Equipment Operator III – NC	M-39
19	Fire Safety Specialist - NC (non-safety)	055
20	Forensic Specialist II-NC	M-68
21	Firefighter – NC	055
22	Garage Service Attendant I – NC	M-21
23	Gardener I – NC	M-20
24	Gas Field Service Representative I – NC	M-24
25	General Librarian I – NC	M-66
26	Hazardous Materials Specialist – NC	B00
27	Housing Aide I – NC	353
28	Housing Aide II – NC	383

ATTACHMENT A

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1	Housing Assistance Coordinator – NC	554
2	Housing Specialist I – NC	403
3	Housing Specialist II – NC	433
4	Housing Specialist III – NC	464
5	Identification Officer – NC	050
6	Investigator-City Prosecutor – NC	B00
7	Laboratory Assistant – NC	M-20
8	Law Clerk-City Prosecutor – NC	B00
9	Legal Technologist Prosecutor – NC	B00
10	Legislative Aide – NC	B00
11	Legislative Assistant – NC	B00
12	Library Aide – NC	H-31, H-37, H-47
13	Library Clerk I – NC	M-13
14	Library Clerk II – NC	M-21
15	Library Clerk III – NC	M-28
16	Library Clerk IV – NC	M-36
17	Licensed Vocational Nurse – NC	441
18	Lifeguard - Hourly – NC	010
19	Maintenance Aide I – NC	M-01
20	Maintenance Aide II – NC	M-03
21	Maintenance Assistant I – NC	291
22	Maintenance Assistant II – NC	330
23	Maintenance Assistant III – NC	362
24	Management Analyst – NC	B00
25	Marine Aide – NC	M-16
26	Medical Assistant – NC	B00
27	Medical Social Worker I – NC	494
28	Messenger/Mail Clerk I – NC	M-08

ATTACHMENT A

1	Microbiologist I – NC	542
2	Microbiologist II – NC	573
3	Microbiologist III – NC	613
4	Motor Sweeper Operator – NC	M-38
5	Musician – NC	H-60
6	Nurse I – NC	M-62
7	Nurse II – NC	M-66
8	Nurse Practitioner – NC	671
9	Nutrition Aide – NC	M-10
10	Outreach Worker I – NC	260
11	Outreach Worker II – NC	380
12	Page – NC	H-32, H-70, H-71
13	Painter I – NC	M-37
14	Paralegal- City Prosecutor – NC	B00
15	Parking Control Checker I – NC	M-22
16	Parking Meter Technician I – NC	M-31
17	Payroll/Personnel Assistant I -NC	350
18	Payroll/Personnel Assistant II – NC	381
19	Payroll/Personnel Assistant III – NC	420
20	Personnel Analyst I – NC Conf	570
21	Personnel Analyst II – NC Conf	600
22	Personnel Analyst III – NC Conf	630
23	Personnel Analyst IV – NC Conf	660
24	Personnel Assistant I – NC Conf	460
25	Personnel Assistant II – NC Conf	460
26	Planner I – NC	M-52
27	Planner II – NC	M-68
28	Planning Aide – NC	M-36

ATTACHMENT A

1	Plumber – NC	M-52
2	Police Cadet – NC	H-36
3	Police Investigator – NC (T)	050
4	Police Investigator – NC	H-46, H-49, H-52, H-54, H-57
5	Police Officer – NC	050
6	Police Services Specialist I – NC	M-24
7	Pool Lifeguard I – NC	H-32, H-34
8	Principal Building Inspector – NC	N-87
9	Prosecutor Assistant – NC	408
10	Prosecutor Assistant I – NC	461
11	Prosecutor Assistant II – NC	481
12	Prosecutor Assistant III – NC	532
13	Prosecutor Assistant IV – NC	552
14	Public Health Associate-NC	B00
15	Public Health Nurse – NC (T)	M-69
16	Public Health Nurse I – NC	574
17	Public Health Nurse II – NC	595
18	Public Health Nurse III – NC	611
19	Public Health Nutritionist I – NC	500
20	Public Health Nutritionist II – NC	550
21	Public Health Nutritionist III – NC	600
22	Public Health Physician – NC	C00
23	Public Health Professional – NC	B00
24	Public Safety Dispatcher I – NC	M-42
25	Public Safety Dispatcher II – NC	M-48
26	Recreation Leader/Specialist III – NC	H-70
27	Recreation Leader/Specialist IV – NC	H-32
28	Recreation Leader/Specialist V – NC	H-33

ATTACHMENT A

1	Recreation Leader/Specialist VI – NC	H-34
2	Recreation Leader/Specialist VII – NC	H-36
3	Recreation Leader/Specialist VIII – NC	H-38
4	Recreation Leader/Specialist IX – NC	H-39
5	Recreation Leader/Specialist X – NC	H-40
6	Refuse Operator I – NC	380
7	Refuse Operator II – NC	410
8	Registered Nurse I – NC	571
9	Registered Nurse II – NC	591
10	Retired Annuitant – Administrative Support – NC	C00
11	Retired Annuitant – Management Support – NC	E00
12	Retired Annuitant – Special Projects – NC	C00
13	Retired Annuitant – Specialized Support – NC	C00
14	Safety Specialist I – NC Conf	530
15	Safety Specialist II – NC Conf	590
16	Safety Specialist III – NC Conf	653
17	School Guard – NC	H-73
18	Senior Accountant – NC Conf	630
19	Senior Civil Engineer – NC	N-95
20	Senior Combination Building Inspector – NC	574
21	Senior Engineering Technician I – NC	547
22	Senior Engineering Technician II – NC	577
23	Special Services Officer I – NC	M-23
24	Special Services Officer II – NC	M-35
25	Stock & Receiving Clerk – NC	M-13
26	Storekeeper I – NC	M-21
27	Structural Engineering Associate – NC	N-80
28	Traffic Engineering Aide I – NC	N-41

1	Vector Control Specialist I – NC	420
2	Vector Control Specialist II – NC	462
3	X-ray Technician I – NC	M-37

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OFFICE OF THE CITY ATTORNEY
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SALARY RANGES

I. PROFESSIONAL SALARY RATES:

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

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

II. EXECUTIVE SALARY RATES:

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

<u>SALARY RANGE</u>	<u>EQUIVALENT ANNUAL SALARY RATE</u>
E56	\$294,118.090 to \$309,001.506
E33	\$290,766.139 to \$305,000.453
E78	\$263,178.284
E87	\$258,331.938
E89	\$252,206.174
E52	\$244,817.690
E93	\$240,309.459
E26	\$236,965.856
E57	\$230,001.060 to \$300,001.746
E38	\$229,001.319 to \$311,000.989
E01	\$220,001.559 to \$265,000.360
E68	\$220,001.559 to \$265,000.360
E17	\$215,612.297
E59	\$200,000.468 to \$250,000.064
E36	\$198,000.985 to \$238,501.993

ATTACHMENT B

E72	\$198,000.985 to \$238,501.993
E79	\$194,104.290 to \$271,328.577
E23	\$185,755.718 to \$258,805.720
E16	\$185,000.172 to \$225,000.266
E19	\$183,000.689 to \$235,001.855
E98	\$173,401.919 to \$214,201.389
E25	\$170,001.963 to \$205,001.263
E82	\$170,001.963 to \$205,001.263
E50	\$164,001.428 to \$225,000.266
E10	\$140,001.371 to \$185,000.172
E70	\$135,000.577 to \$170,001.963
E96	\$132,600.362 to \$183,601.787
E77	\$127,850.025 to \$159,939.848
E84	\$127,000.558 to \$177,407.147
E61	\$125,001.075 to \$165,001.169
E15	\$120,000.281 to \$168,000.393
E45	\$120,000.281 to \$170,001.963
E30	\$115,001.574 to \$160,000.374
E20	\$115,001.574 to \$150,000.873
E90	\$110,000.779 to \$148,001.390
E75	\$105,002.072 to \$150,000.873
E95	\$105,002.072 to \$145,000.079
E12	\$80,000.187 to \$140,001.371
E03	\$80,000.187 to \$115,001.574
E67	\$75,001.480 to \$105,002.072
E21	\$75,001.480 to \$105,002.072

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

III. MEMBERS OF BOARDS AND COMMISSIONS ESTABLISHED BY THE CITY

CHARTER AND CITY COUNCIL:

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

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

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

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

**SALARY
RANGE**

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

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

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

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

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

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

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

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

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

IV. MEMBERS OF ADVISORY COMMITTEES ESTABLISHED BY CITY DEPARTMENTS

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

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

(3) meetings in accordance with the requirements in this Subsection IV. Expense reimbursement payments are intended to reimburse members of Department Advisory Committees serving as volunteers for related expenses incurred in the performance of their official duties. All members of a Department Advisory Committee shall not be eligible to receive reimbursement for expenses unrelated to their duties.

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

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

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

SALARY RANGE

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

IV. ELECTED OFFICIALS:

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

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

Salary Range
D10

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

SKILL AND OTHER PAYS

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

SKILL AND OTHER PAYS

ATTACHMENT C

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

SKILL AND OTHER PAYS

ATTACHMENT C

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

SKILL AND OTHER PAYS

ATTACHMENT C

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

SKILL AND OTHER PAYS

ATTACHMENT C

CODE	DESCRIPTION	CLASSIFICATION	AMOUNT	RATE TYPE	BASIS
526	Pesticide - When required to possess a Pesticide Applicator's license and regularly assigned Pesticide Applicator duties.	Gardener I Maintenance Assistant III Park Maintenance Supervisor	\$0.610	Hourly	Flat Rate
527	Three Wheel - When regularly assigned and operating heavy equipment on a three-wheeled motor sweeper (T).	Motor Sweeper Operator	\$0.280	Hourly	Flat Rate
528	Shop Lead - When regularly assigned and performing duties as a pipeline welding shop lead person.	Gas Pipeline Wldr/Layout Ftr	\$0.770	Hourly	Flat Rate
529	Irrigation - When regularly assigned and performing duties as irrigation systems plumbing specialist.	Plumber	\$0.710	Hourly	Flat Rate
530	Team Leader - When regularly assigned and performing as a team leader of a rehabilitation team or specialized clinic or STD clinic in the Health Department.	Community Worker I Medical Social Worker II Nutrition Aide Nutrition Aide I-II Public Health Nurse Public Health Nurse I-III Public Health Nutritionist I Registered Nurse I-II	\$0.633	Hourly	Flat Rate
541	Aerial - When regularly performing tree trimming duties from an aerial bucket (T).	Tree Trimmer I-II	\$0.390	Hourly	Flat Rate
547	Crane - When regularly assigned to and possessing Certification issued by an Accredited Certifying Entity per CCR Title 8 Section 5006.1 for crane Operations. (Per Certification, max of 2)	Classifications in the Skilled & General-Supervisory Bargaining Unit and Skilled & General Basic Bargaining Unit	\$0.620	Hourly	Flat Rate
560	Bilingual - For regular and frequent use of certified oral and/or written bilingual skills.	Non-Management classifications in the current Salary Resolution represented by the IBEW, and SEIU.	\$0.700	Hourly	Flat Rate

SKILL AND OTHER PAYS

ATTACHMENT C

CODE	DESCRIPTION	CLASSIFICATION	AMOUNT	RATE TYPE	BASIS
561	Pest Advisor - When required to possess an Agricultural Pest Control Advisors license and regularly assigned advisor duties.	Equipment Operator II Gardener II Park Maintenance Supervisor Street Landscaping Supvr I-II	\$0.610	Hourly	Flat Rate
564	ICCO 4 - When possessing certifications issued by nationally recognized trades organizations that must be recertified and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications).	Chief Building Inspector Comb Bldg Insp Aide I-II Comb Bldg Inspector Electrical Inspector Plan Checker-Electrical Plan Checker-Electrical I-II Plan Checker-Fire Prevention Plan Checker-Fire Prevention I-II Plan Checker-Mechanical Plan Checker-Mechanical I-II Plan Checker-Plumbing Plan Checker-Plumbing I-II Plumbing Inspector Principal Building Inspector Senior Combination Bldg Insp Senior Electrical Inspector Senior Mechanical Inspector Senior Plumbing Inspector Permit Technician I-II Permit Center Supervisor	\$1.500	Hourly	Flat Rate
565	Deputy Inspector 4 - When fully qualified to perform deputy inspection work and while possessing valid deputy inspector cards in specified fields of expertise (\$0.75 per hour for one deputy inspector card, \$1.00 per hour for two	Chief Construction Inspector Construction Inspector I-II Principal Construction Inspctr	\$1.500	Hourly	Flat Rate

SKILL AND OTHER PAYS

ATTACHMENT C

CODE	DESCRIPTION	CLASSIFICATION	AMOUNT	RATE TYPE	BASIS
	cards, \$1.25 per hour for three cards, up to a maximum of \$1.50 per hour for four cards).				
568	General Supervisor - When regularly assigned and performing as general supervisor of the Carpentry-Field, Paint & Welding sections or Marine & Facility Maintenance.	General Maint Supervisor II Painter Supervisor	\$2.200	Hourly	Flat Rate
570	HVAC - When regularly assigned and performing as a general supervisor of the HVAC, Electrical, Street Lighting and Plumbing Sections.	Electrical Supervisor Mechanical Supervisor II Plumber Supervisor	\$1.100	Hourly	Flat Rate
572	Painting/Marking - When regularly assigned and performing as general supervisor of the Traffic Painting/Marking and Security sections.	Painter Supervisor Street Maintenance Supvr I-II	\$0.550	Hourly	Flat Rate
574	Skilled Crafts - When regularly assigned and performing as general supervisor over a skilled craft.	General Maint Supervisor II	\$1.100	Hourly	Flat Rate
588	Jailer – When regularly assigned to and performing the duties associated with working in the jail.	Special Services Officer I-IV	\$4.000	Hourly	Flat Rate
590	Bilingual - For regular and frequent use of certified oral and/or written bilingual skills.	All classifications represented by Long Beach Lifeguard Association, Firefighters Association, Police Officers Association, and unrepresented non-management.	\$1.200	Hourly	Flat Rate

SKILL AND OTHER PAYS

ATTACHMENT C

CODE	DESCRIPTION	CLASSIFICATION	AMOUNT	RATE TYPE	BASIS
596	CCTC - When possessing a Los Angeles County Department of Health Cross Connection Tester Certificate.	Plumber	\$0.500	Hourly	Flat Rate
597	CCCHR - When possessing a University of Southern California Foundation for Cross Connection Control and Hydraulic Research certificate as a Specialist in Cross Connection Control or equivalent.	Environmental Health Spec III-IV Plumber Supervisor	\$0.660	Hourly	Flat Rate
598	Insurance Lead - When regularly assigned and performing duties as a section lead person for employee health insurance programs.	Personnel Asst II-Conf	\$2.000	Hourly	Flat Rate
600	Helicopter Pilot - When routinely and consistently assigned as a helicopter pilot.	Police Lieutenant Police Officer Police Sergeant	8.60%	Hourly	Step 5 Police Officer base hourly rate
601	Helicopter Co-pilot - When routinely and consistently assigned as a co-pilot or on a crew for air missions.	Police Lieutenant Police Officer Police Sergeant	4.11%	Hourly	Step 5 Police Officer base hourly rate
602	Two wheeled motorcycle - When performing on a two-wheeled motorcycle.	Police Lieutenant Police Officer Police Sergeant	5.23%	Hourly	Step 5 Police Officer base hourly rate
603	Detective - When regularly assigned to and performing administrative and/or investigative duties in the Police Department as determined by the Chief of Police.	Police Corporal Police Lieutenant Police Officer Police Sergeant	4.49%	Hourly	Step 5 Police Officer base hourly rate
610	Canine – Eligible classifications who are routinely and consistently assigned to handle, train and board a duly certified police service dog in connection with the performance of his/her patrol and law enforcement duties with the Police	Police Lieutenant Police Officer Police Sergeant	5.23%	Hourly	Step 5 Police Officer base hourly rate

SKILL AND OTHER PAYS

ATTACHMENT C

CODE	DESCRIPTION	CLASSIFICATION	AMOUNT	RATE TYPE	BASIS
	Department.				
613	Port Security - When regularly assigned to patrol within the Port Security Unit. Not eligible to receive any other skill pay associated with responsibilities on the Port Security Unit, one-man car pay or FTO pay when receiving Port Security Assignment pay.	Police Corporal Police Lieutenant Police Officer Police Sergeant	5.23%	Hourly	Step 5 Police Officer base hourly rate
620	Associates Degree - Compensation to eligible classifications who have obtained a degree of Associate of Arts from a fully accredited Institution.	Assistant Police Chief Deputy Chief of Police Police Commander Police Lieutenant Police Officer Police Recruit Police Sergeant	2.75%	Hourly	Step 5 Police Officer base hourly rate
621	Bachelors Degree - - Compensation to eligible classifications who have obtained a degree of Bachelor of Arts or Bachelor of Science from a fully accredited Institution.	Assistant Police Chief Deputy Chief of Police Police Commander Police Lieutenant Police Officer Police Recruit Police Sergeant	5.00%	Hourly	Step 5 Police Officer base hourly rate
622	Masters Degree - Compensation to eligible classifications who have obtained a master's degree from a fully accredited college or university.	Assistant Police Chief Deputy Chief of Police Police Commander Police Lieutenant Police Officer Police Recruit Police Sergeant	6.50%	Hourly	Step 5 Police Officer base hourly rate
623	60 Units - Compensation to eligible classifications who have obtained 60 units towards BA/BS for indicated degrees from a fully accredited college or university.	Assistant Police Chief Deputy Chief of Police Police Commander Police Lieutenant Police Officer Police Recruit Police Sergeant	2.75%	Hourly	Step 5 Police Officer base hourly rate
631	Longevity 15 years - Compensation to eligible police classifications who have fifteen (15) years of service as a Police Officer with the City of Long Beach or as a lateral Transfer to a Police Officer with prior California Law enforcement experience.	Police Lieutenant Police Officer Police Sergeant	7.50%	Hourly	Step 6 Police Officer base hourly rate

SKILL AND OTHER PAYS

ATTACHMENT C

CODE	DESCRIPTION	CLASSIFICATION	AMOUNT	RATE TYPE	BASIS
640	Longevity 15 years - Compensation for fifteen (15) years of service as a Police Officer with the City of Long Beach.	Deputy Chief of Police Police Commander Assistant Police Chief	5.00%	Hourly	Step 5 Police Officer base hourly rate
641	Longevity 20 years - Additional compensation for twenty (20) years of service as a Police Officer with the City of Long Beach.	Assistant Police Chief Deputy Chief of Police Police Commander	5.00%	Hourly	Step 5 Police Officer base hourly rate
670	Detective2 – When routinely and consistently assigned to analyze crimes while assigned to the homicide detail in the Police Department, as determined by the Chief of Police. This pay cannot be used in conjunction with Detective Pay.	Police Lieutenant Police Officer Police Sergeant Police Corporal	12.50%	Hourly	Step 5 Police Officer base hourly rate
671	Patrol Premium (Hourly) -When routinely and consistently assigned to the Patrol Division as determined by the Chief of Police. Classifications already receiving other premium skill pays (i.e., Helicopter Pilot, Helicopter Observer, Motorcycle, Detective, Canine, Port Security, Dive, and SWAT) will not be eligible for the Patrol Premium Hourly skill pay.)	Police Lieutenant Police Officer Police Sergeant Police Corporal	3.00%	Hourly	Step 5 Police Officer base hourly rate
684	POST Advanced - Compensation to eligible classifications who have obtained a P.O.S.T Advanced Certificate.	Police Lieutenant Police Officer Police Sergeant Police Corporal	10.00%	Hourly	Step 5 Police Officer base hourly rate
685	Post Management - Deputy Chiefs and Police Commanders who possess a POST Management Certificate.	Assistant Police Chief Deputy Chief of Police Police Commander	7.50%	Hourly	Step 5 Police Officer base hourly rate
686	Longevity 10 years - Compensation to eligible classifications who have ten (10) years or more, but less than fifteen (15) years of service as a Police Officer with the City of	Police Lieutenant Police Officer Police Sergeant Police Corporal	5.00%	Hourly	Step 6 Police Officer base hourly rate

SKILL AND OTHER PAYS

ATTACHMENT C

CODE	DESCRIPTION	CLASSIFICATION	AMOUNT	RATE TYPE	BASIS
	Long Beach or as a lateral Transfer to a Police Officer with prior California Law enforcement experience.				
688	Longevity 20 years - Compensation to eligible classifications who have twenty (20) years of service or more as a Police Officer with the City of Long Beach or as a lateral Transfer to a Police Officer with prior California Law enforcement experience.	Police Lieutenant Police Officer Police Sergeant Police Corporal	10.00%	Hourly	Step 6 Police Officer base hourly rate
689	POST Supervisory - Compensation to Police Lieutenants who have obtained a P.O.S.T Supervisory Certificate. Only one P.O.S.T. certificate (Advanced or Supervisory) can be applied as a skill pay.	Police Lieutenant	10.00%	Hourly	Step 5 Police Lieutenant base hourly rate
703	Paramedic - After being licensed through the State of California and accredited by the local emergency services agency and while fully trained and assigned to paramedic duty.	Firefighter	19.00%	Hourly	Top step of Firefighter base hourly
712	Arson Investigator - When certified and permanently assigned to perform full duties of an Arson Investigator. See provisions in MOU.	Fire Captain Fire Engineer Firefighter	16.00%	Hourly	Top step of Firefighter base hourly
721	Emergency Apparatus - When regularly assigned to apparatus other than a single function fire boat and in possession of the required California State Emergency Apparatus Operator's License.	Fire Engineer	3.00%	Hourly	Top step of Firefighter base hourly
722	Urban Search and Rescue (USAR) - When certified and permanently assigned to the USAR program station. See provisions in MOU.	Fire Boat Pilot Fire Captain Fire Engineer Firefighter	6.00%	Hourly	Top step of Firefighter base hourly

SKILL AND OTHER PAYS

ATTACHMENT C

CODE	DESCRIPTION	CLASSIFICATION	AMOUNT	RATE TYPE	BASIS
723	Urban Search and Rescue (USAR) - When certified and assigned as qualified relief coverage to the USAR program. See provisions in MOU.	Fire Boat Pilot Fire Captain Fire Engineer Firefighter	4.50%	Hourly	Top step of Firefighter base hourly
724	Urban Search and Rescue (USAR) - When permanently assigned as an instructor and training coordinator at an Urban Search and Rescue program station. Exceptions to the location requirement may be approved by the Fire Chief. See provisions in MOU.	Fire Boat Pilot Fire Captain Fire Engineer Firefighter	2.50%	Hourly	Top step of Firefighter base hourly
725	Hazardous Materials (HAZMAT) - When certified and permanently assigned to the HAZMAT program station. See provisions in MOU.	Fire Boat Pilot Fire Captain Fire Engineer Firefighter	6.00%	Hourly	Top step of Firefighter base hourly
726	Hazardous Materials (HAZMAT) - When certified and assigned as qualified relief coverage to the HAZMAT program. See provisions in MOU.	Fire Boat Pilot Fire Captain Fire Engineer Firefighter	4.50%	Hourly	Top step of Firefighter base hourly
727	Hazardous Materials (HAZMAT) - When certified and permanently assigned as an instructor and training coordinator at the Hazardous Materials program station. Exceptions to the location requirement may be approved by the Fire Chief. See provisions in MOU.	Fire Boat Pilot Fire Captain Fire Engineer Firefighter	2.50%	Hourly	Top step of Firefighter base hourly
728	Aircraft Rescue and Fire Fighting (ARFF) - When certified and permanently assigned to the ARFF program station. See provisions in MOU.	Fire Boat Pilot Fire Captain Fire Engineer Firefighter	6.00%	Hourly	Top step of Firefighter base hourly
729	Aircraft Rescue and Fire Fighting (ARFF) - When certified and assigned as qualified relief coverage to the ARFF program. See provisions in MOU.	Fire Boat Pilot Fire Captain Fire Engineer Firefighter	4.50%	Hourly	Top step of Firefighter base hourly

SKILL AND OTHER PAYS

ATTACHMENT C

CODE	DESCRIPTION	CLASSIFICATION	AMOUNT	RATE TYPE	BASIS
730	Longevity 10 years – Compensation to eligible classifications for ten (10) years or more but less than fifteen (15) years of service as described in the MOU.	Assistant Fire Chief Deputy Fire Chief Battalion Chief Fire Boat Pilot Fire Captain Fire Engineer Firefighter	5.00%	Hourly	Top step of Firefighter base hourly
731	Longevity 15 years - Compensation to eligible classifications for fifteen (15) years or more but less than twenty (20) years of service as described in the MOU.	Assistant Fire Chief Deputy Fire Chief Battalion Chief Fire Boat Pilot Fire Captain Fire Engineer Firefighter	10.00%	Hourly	Top step of Firefighter base hourly
732	Public Information Officer - When certified and permanently assigned to Public Information Officer. See MOU provisions.	Fire Captain	6.00%	Hourly	Top step of Firefighter base hourly
732	Training Captain - When certified and permanently assigned to Training Captain. See MOU provisions.	Fire Captain	6.00%	Hourly	Top step of Firefighter base hourly
732	Fire Prevention Captain - When certified and permanently assigned to Fire Prevention Captain. See MOU provisions.	Fire Captain	6.00%	Hourly	Top step of Firefighter base hourly
732	Paramedic Coordinator - When certified and permanently assigned to Paramedic Coordinator. See MOU provisions.	Fire Captain	6.00%	Hourly	Top step of Firefighter base hourly
732	Rescue Boat Captain - When certified and permanently assigned to Rescue Boat Captain. See MOU provisions.	Fire Captain	6.00%	Hourly	Top step of Firefighter base hourly
733	Rescue Boat Captain - When certified and assigned as qualified relief for a Rescue Boat Captain. See MOU provisions.	Fire Captain	4.50%	Hourly	Top step of Firefighter base hourly

SKILL AND OTHER PAYS

ATTACHMENT C

CODE	DESCRIPTION	CLASSIFICATION	AMOUNT	RATE TYPE	BASIS
734	Rescue Boat Captain - When temporarily assigned from qualified relief to work as a Rescue Boat Captain. See MOU provisions.	Fire Captain	1.50%	Hourly	Top step of Firefighter base hourly
735	Administrative Assignment - When regularly assigned to a non-platoon schedule in Fire Prevention Support Services, Operations, or Administration. See MOU provisions.	Battalion Chief Fire Boat Pilot Fire Captain Fire Engineer Firefighter	\$2.300	Hourly	Flat Rate
736	Administrative Qualified Relief - When regularly assigned to a non-platoon schedule in Fire Prevention, Support Services, Operations, or Administration and is an assigned qualified relief. See MOU provisions.	Fire Captain Fire Engineer Firefighter	1.50%	Hourly	Top step of Firefighter base hourly
737	Prevention - When certified and permanently assigned to perform Fire Prevention duties. See MOU provisions.	Fire Engineer Firefighter	6.00%	Hourly	Top step of Firefighter base hourly
738	Longevity 20 years - Compensation to eligible permanent full time bargaining unit members for twenty (20) years or more of service as described in the MOU.	Battalion Chief Fire Boat Pilot Fire Captain Fire Engineer Firefighter	15%	Hourly	Top step of Firefighter base hourly
747	Fire Boat Operations – When certified and assigned to Fire Boat Operations. See MOU provisions.	Fire Boat Pilot Fire Captain Fire Engineer Firefighter	6.00%	Hourly	Top step of Firefighter base hourly
748	Fire Boat Operations – When certified and assigned as qualified relief coverage to the Fire Boat Operations. See MOU provisions.	Fire Boat Pilot Fire Captain Fire Engineer Firefighter	4.50%	Hourly	Top step of Firefighter base hourly
749	Firefighter II - Permanent full-time bargaining unit members who have at least six (6) years of experience, as defined in Article II (4), (5), and (6) herein, and who have satisfied State of California Fire Marshal Firefighter II certification standards. Pay is effective on	Battalion Chief Fire Boat Pilot Fire Captain Fire Engineer Firefighter	6.00%	Hourly	Top step of Firefighter base hourly

SKILL AND OTHER PAYS

ATTACHMENT C

CODE	DESCRIPTION	CLASSIFICATION	AMOUNT	RATE TYPE	BASIS
	the date proof of certification is submitted to Fire Management. See MOU provisions.				
750	Strike Team Leader - When possessing Strike Team Leader certificate. See MOU provisions.	Battalion Chief	1.50%	Hourly	Top step of Firefighter base hourly
751	Urban Search and Rescue (USAR) - When possessing a certificate for USAR but not permanently assigned to the program station or assigned as qualified relief. See MOU provisions.	Battalion Chief Fire Captain Fire Engineer Firefighter	1.50%	Hourly	Top step of Firefighter base hourly
752	Hazardous Materials (HAZMAT) - When possessing a certificate for HAZMAT but not permanently assigned to the program station or assigned as qualified relief. See MOU provisions.	Battalion Chief Fire Captain Fire Engineer Firefighter	1.50%	Hourly	Top step of Firefighter base hourly
753	Aircraft Rescue and Fire Fighting (ARFF) - When possessing a certificate for ARFF but not permanently assigned to the program station or assigned as qualified relief. See MOU provisions.	Battalion Chief Fire Captain Fire Engineer Firefighter	1.50%	Hourly	Top step of Firefighter base hourly
754	Fire Prevention - When possessing a certificate for Fire Prevention but not permanently assigned to the program station or assigned as qualified relief. See MOU provisions.	Battalion Chief Fire Captain Fire Engineer Firefighter	1.50%	Hourly	Top step of Firefighter base hourly
756	Public Information Officer - When possessing a certificate for Public Information Officer but not permanently assigned to the program station or assigned as qualified relief. Maximum of three certifications.	Fire Captain	1.50%	Hourly	Top step of Firefighter base hourly

SKILL AND OTHER PAYS

ATTACHMENT C

CODE	DESCRIPTION	CLASSIFICATION	AMOUNT	RATE TYPE	BASIS
757	Training Captain - When possessing a certificate for Instructor/Training (Fire Instructor II) but not permanently assigned to the program station or assigned as qualified relief. Maximum of three certifications.	Fire Captain	1.50%	Hourly	Top step of Firefighter base hourly
758	Fire Boat Operations - When possessing a certificate for Fire Boat Operations but not permanently assigned to the program station or assigned as qualified relief. See MOU provisions.	Battalion Chief Fire Captain Fire Engineer Firefighter	1.50%	Hourly	Top step of Firefighter base hourly
759	Hazmat First Responder Operations - Compensation to eligible employees who complete the HAZMAT First Responder Operations certificate program. See MOU provisions.	Battalion Chief Fire Boat Pilot Fire Captain Fire Engineer Firefighter	1.00%	Hourly	Top step of Firefighter base hourly
784	Associate Degree - Additional compensation to identified Fire classifications who have obtained a degree of Associate of Arts, or 60 or more equivalent semester units in courses in fire science administration, and similar approved fields, from an accredited institution.	Battalion Chief Fire Boat Pilot Fire Captain Fire Engineer Firefighter	4.50%	Hourly	Top step of Firefighter base hourly
786	Bachelor's Degree - Additional compensation to identified Fire classifications who have obtained a degree of Bachelor of Arts or Bachelor of Science, or Bachelor of Vocational Education, from an accredited college or university in Fire Science Administration and similar approved fields.	Battalion Chief Fire Boat Pilot Fire Captain Fire Engineer Firefighter	5.25%	Hourly	Top step of Firefighter base hourly
787	Master's Degree - Additional compensation to the identified classifications who have obtained a Masters Degree from an accredited college or	Battalion Chief Fire Boat Pilot Fire Captain Fire Engineer Firefighter	6.00%	Hourly	Top step of Firefighter base hourly

SKILL AND OTHER PAYS

ATTACHMENT C

CODE	DESCRIPTION	CLASSIFICATION	AMOUNT	RATE TYPE	BASIS
	university in Fire Science, Administration and similar approved fields.				
789	Bachelor's Degree - Eligible classifications who possess a Bachelor's degree from an accredited institution.	Assistant Fire Chief Deputy Fire Chief Marine Safety Chief	7.51%	Hourly	Top step of Firefighter base hourly
790	Longevity 20 years -Eligible classifications with twenty (20) years of service as described in the MOU.	Assistant Fire Chief Deputy Fire Chief	15.00%	Hourly	Top step of Firefighter base hourly
800	EMT - When certified as an Emergency Medical Technician (EMT) and recertified as required by law.	Lifeguard-Hourly- NC	\$1.102	Hourly	Flat Rate
801	Coast Guard Operator License - When possessing a valid Coast Guard Operator license and towing certificate.	Marine Safety Battalion Chief Marine Safety Officer Marine Safety Sergeant Marine Safety Rescue Boat Captain	\$1.438	Hourly	Flat Rate
802	Dive Team - Compensation to dive team members when assigned to routinely and consistently perform hazardous activities to implement health and safety procedures. This pay may not be used in conjunction with Swift Water Rescue Coordinator pay or Dive Team Coordinator pay.	Marine Safety Officer Marine Safety Sergeant Marine Safety Rescue Boat Captain	6.00%	Hourly	Top step of Marine Safety Officer base hourly
803	Dive Team Coordinator - When assigned to and performing as the Dive Team Coordinator in a lead worker or supervisory role. Can only receive Dive Team Coordinator Pay or Swift Water Rescue Premium, cannot receive both.	Marine Safety Officer Marine Safety Sergeant Marine Safety Rescue Boat Captain	6.00%	Hourly	Top step of Marine Safety Officer base hourly

SKILL AND OTHER PAYS

ATTACHMENT C

CODE	DESCRIPTION	CLASSIFICATION	AMOUNT	RATE TYPE	BASIS
804	Swift Water Rescue Coordinator - When regularly assigned and performing as the Swift Water Rescue Coordinator in a lead worker or supervisory role. (Can only receive Dive Team Coordinator Pay or Swift Water Rescue Premium, cannot receive both).	Marine Safety Officer Marine Safety Sergeant Marine Safety Rescue Boat Captain	6.00%	Hourly	Top step of Marine Safety Officer base hourly
807	60 units – Additional compensation to eligible classifications who have obtained sixty (60) or more semester units in courses in administration and similar approved fields from an accredited institution.	Marine Safety Battalion Chief Marine Safety Officer Marine Safety Sergeant Marine Safety Rescue Boat Captain	1.60%	Hourly	Top step Marine Safety Officer base hourly
808	Associates – Additional compensation to eligible classifications who have obtained Associate of Arts degree in administration or similar approved fields from an accredited institution.	Marine Safety Battalion Chief Marine Safety Officer Marine Safety Sergeant Marine Safety Rescue Boat Captain	4.57%	Hourly	Top step Marine Safety Officer base hourly
809	Bachelors – Additional compensation to eligible classifications who have obtained a degree of Bachelor of Arts or Bachelor of Science in the fields of administration or similar approved fields from an accredited institution.	Marine Safety Battalion Chief Marine Safety Officer Marine Safety Sergeant Marine Safety Rescue Boat Captain	5.33%	Hourly	Top step Marine Safety Officer base hourly
810	Masters - Additional compensation to the identified classifications who have obtained a Master's Degree from an accredited college or university in administration or a similar approved.	Marine Safety Battalion Chief Marine Safety Officer Marine Safety Sergeant Marine Safety Rescue Boat Captain	6.093%	Hourly	Top step Marine Safety Officer base hourly
811	Administrative – When routinely and consistently assigned to perform in an administrative capacity.	Marine Safety Battalion Chief	6.00%	Hourly	Top step Marine Safety Officer base hourly

SKILL AND OTHER PAYS

ATTACHMENT C

CODE	DESCRIPTION	CLASSIFICATION	AMOUNT	RATE TYPE	BASIS
813	American Welding 1 -When possessing an American Welding Society certificate for gas pipeline welding inspections or a National Association of Corrosion Engineers certificate. (\$0.75 per hour for one specialty certificate, up to a maximum of \$1.00 per hour for two certifications).	Construction Inspector I-II Corrosion Control Supervisor Principal Construction Inspctr	\$0.750	Hourly	Flat Rate
814	American Welding 2 -When possessing an American Welding Society certificate for gas pipeline welding inspections or a National Association of Corrosion Engineers certificate. (\$0.75 per hour for one specialty certificate, up to a maximum of \$1.00 per hour for two certifications).	Construction Inspector I-II Corrosion Control Supervisor Principal Construction Inspctr	\$1.000	Hourly	Flat Rate
815	EMT - For the attainment of EMT Certification in accordance with Fire Department criteria.	Marine Safety Officer	\$1.121	Hourly	Flat Rate
818	Provisional Marine Safety Sergeant - When routinely and consistently assigned to perform the duties of a Marine Safety Sergeant during the summer season between April 1 st and Sept 30 th .	Marine Safety Officer	15.00%	Hourly	Top step Marine Safety Officer base hourly
819	Junior Lifeguard Coordinator - When performing the duties as a lead Junior Lifeguard Coordinator.	Marine Safety Officer Marine Safety Sergeant	6.00%	Hourly	Top step Marine Safety Officer base hourly
820	Dive Team Pay – Dive Team Coordinator/Swift Water Rescue Coordinator - For Dive Team Coordinators and Swift Water Coordinates when assigned to routinely and consistently perform hazardous activities to implement health and safety procedures as a Dive	Marine Safety Officer Marine Safety Sergeant Marine Safety Rescue Boat Captain	4.00%	Hourly	Top step Marine Safety Officer base hourly

SKILL AND OTHER PAYS

ATTACHMENT C

CODE	DESCRIPTION	CLASSIFICATION	AMOUNT	RATE TYPE	BASIS
	Team member. Cannot receive both Dive Team Coordinator Pay and Swift Water Rescue Coordinator Pay at the same time.				
821	Swiftwater Technician Certification - For attainment of appropriate certification as a Swiftwater Technician and assigned to such duties.	Marine Safety Battalion Chief Marine Safety Officer Marine Safety Sergeant Marine Safety Rescue Boat Captain	1.50%	Hourly	Top step Marine Safety Officer base hourly
822	SSO Airport - When regularly assigned to and performing the duties associated with working in Airport dispatch.	Special Services Officer I - IV	\$1.500	Hourly	Flat Rate
830	Longevity - Compensation to eligible classifications who have ten (10) years, but less than fifteen (15) years of service as a permanent full-time bargaining unit member with the City of Long Beach.	All permanent full-time classifications represented by Long Beach Lifeguard Association	3.00%	Hourly	Top step Marine Safety Officer base hourly
831	Longevity - Compensation to eligible classifications who have fifteen (15) years or more of service as a permanent full-time bargaining unit member with the City of Long Beach.	All permanent full-time classifications represented by Long Beach Lifeguard Association	5.00%	Hourly	Top step Marine Safety Officer base hourly
832	Longevity - Compensation to eligible classifications who have twenty (20) years or more of service as a permanent full-time bargaining unit member with the City of Long Beach.	All permanent full-time classifications represented by Long Beach Lifeguard Association	7.00%	Hourly	Top step Marine Safety Officer base hourly
835	Bilingual - For regular and frequent use of certified oral and/or written bilingual skills.	General Liability Claims Adjuster I General Liability Claims Adjuster II General Liability Claims Adjuster III	\$1.00	Hourly	Flat Rate

SKILL AND OTHER PAYS

ATTACHMENT C

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

SKILL AND OTHER PAYS

ATTACHMENT C

CODE	DESCRIPTION	CLASSIFICATION	AMOUNT	RATE TYPE	BASIS
		Mechanical, Plan Checker - Electrical, Plumbing Inspector, Electrical Inspector, Chief Building Inspector, Principal Building Inspector, Senior Combination Building Inspector, Senior Electrical Building Inspector, Senior Plumbing Building Inspector, Senior Mechanical Building Inspector, Combination Building Inspector, Construction Inspector I-II, Principal Construction Inspector, Chief Construction Inspector, Senior Survey Technician, Engineering Technician I-II, Senior Engineering Technician I-II			
848	Airport SSO - Special Services Officers in the Peace Officer bargaining units who are assigned to patrol the Airport.	SSO III – Armed Airport Peace Officer SSO IV – Armed Airport Peace Officer	\$2.500	Hourly	Flat Rate
849	FAA - When possessing a FAA-issued Inspection Authorization License.	Fleet Services Supervisor II Helicopter Mechanic	\$3.180	Hourly	Flat Rate
859	Training - When assigned by the Department Head to train personnel as part of a structured training plan.	Harbor Patrol Officer I-III Parking Control Checker I-II Special Services Officer I-V	\$2.250	Hourly	Flat Rate

SKILL AND OTHER PAYS

ATTACHMENT C

CODE	DESCRIPTION	CLASSIFICATION	AMOUNT	RATE TYPE	BASIS
860	Front Loader - Front loader- Single Driver.	Refuse Operator I-IV	\$2.500	Hourly	Flat Rate
861	Crane 2 - When possessing certification for crane operation issued by an Accredited Certifying Entity per CCR Title 8 sec 5006.1.	Classifications in the Skilled & General-Supervisory Bargaining Unit	\$1.230	Hourly	Flat Rate
866	SSO Patrol - When assigned to patrol within the Marine Patrol or Long Beach City College (LBCC).	Special Services Officer I-IV	\$1.500	Hourly	Flat Rate
873	PD PPA - When regularly performing Payroll/Personnel Asst duties for the Police Department. May not be used in conjunction with skill pay 563.	Clerk Typist I-III Payroll/Personnel Asst I-III	\$1.250	Hourly	Flat Rate
874	Lead - When regularly assigned and performing lead duties.	Police Property & Sply Clrk I-II	\$1.500	Hourly	Flat Rate
888	Supervisor - When supervising Senior Equipment Operators.	Park Maintenance Supervisor Street Landscaping Supvr I-II Street Maintenance Supvr I-II Harbor Maintenance Supervisor	\$1.490	Hourly	Flat Rate
889	Supervisor - When assigned supervision of the Mechanical Section of the Maintenance Division.	Mechanical Supervisor II	\$3.69	Hourly	Flat Rate
893	ASE Master 2 - When regularly assigned to the maintenance and repair of City vehicles, or as supervisor to Equipment Mechanics within the Fleet Maintenance Division, and possessing two ASE Master certifications.	Supervisor-Stores & Property Fleet Services Supervisor I-II Equipment Mechanic I-II	\$2.200	Hourly	Flat Rate

SKILL AND OTHER PAYS

ATTACHMENT C

CODE	DESCRIPTION	CLASSIFICATION	AMOUNT	RATE TYPE	BASIS
894	ASE Master 1 - When regularly assigned to the maintenance and repair of City vehicles, or as supervisor to Equipment Mechanics within the Fleet Maintenance Division, and possessing one ASE Master certification, or for Supervisor-Stores and Property when possessing ASE Parts certification.	Supervisor-Stores & Property Fleet Services Supervisor I-II Equipment Mechanic I-II	\$1.100	Hourly	Flat Rate
895	Night Shift - When regularly assigned to night shift at the Police Department Information Management Division and Jail sections.	Clerk Supervisor Clerk Typist I-III	\$2.400	Hourly	Flat Rate
896	Swing Shift - When regularly assigned to swing shift at the Police Department Information Management Division and Jail sections.	Clerk Supervisor Clerk Typist I-III	\$1.800	Hourly	Flat Rate
897	Day Shift - When regularly assigned to day shift at the Police Department Information Management Division and Jail sections.	Clerk Supervisor Clerk Typist I-III	\$1.200	Hourly	Flat Rate
899	Arborist - When possessing a current International Society of Arboriculture certification as a Certified Arborist.	Park Maintenance Supervisor Street Landscaping Supvr I-II Street Maintenance Supvr I-II Tree Trimmer I-II	\$0.550	Hourly	Flat Rate
AHF	Hazmat - When possessing a valid Class A Commercial Driver's License with Hazmat Materials and Tanker endorsements to legally and safely operate a fuel tanker truck on public roads and highways.	Equipment Mechanic I - II Fleet Services Supervisor I - II	100.00	Monthly	Flat Rate
C1	Solo Patrol Premium - When regularly assigned to a one officer unit in Patrol between	Police Corporal	10.00%	Per Diem - Hourly	Step 1 base hourly rate of Police

SKILL AND OTHER PAYS

ATTACHMENT C

CODE	DESCRIPTION	CLASSIFICATION	AMOUNT	RATE TYPE	BASIS
	the hours of 1630 and 0730, an amount equal to 10% of Step 1 base hourly rate of Police Corporal for each hour worked in a one Officer unit.				Corporal
C2	Field Training Officer - When assigned by the Chief of Police to be Field Training Officer, an amount equal to 10% of Step 1 base hourly rate of Police Corporal for each hour worked in that assignment. Field Training Officers will be assigned to train Police Officers during the 12-month probation period.	Police Corporal	10.00%	Per Diem - Hourly	Step 1 base hourly rate of Police Corporal
CD	Training Pay – Performing training duties.	Public Safety Dispatcher I- II	\$3.500	Per Diem - Hourly	Flat Rate
CX	Counter Plan Checking - When assigned to work the Development Service Counter and performing over-the-counter plan checking.	Planner I-III Planning Aide Asst Planner I-II	\$5.600	Per Diem - Daily	Flat Rate
CX	Plan Check - Counter plan checking.	Comb Bldg Insp Aide I- II Comb Bldg Inspector Principal Building Inspector Senior Combination Bldg Insp Senior Electrical Inspector Senior Mechanical Inspector Senior Plumbing Inspector	\$6.400	Per Diem - Daily	Flat Rate
DH	Dog Handling - For the purposes of complying with the Fair Labor Standards Act, to accommodate employees for the handling of service dogs off duty, the parties have agreed to the following terms and conditions: of the biweekly payment, the handler will be deemed to have spent six (6) hours off duty every fourteen (14) calendar days and will be paid for six (6) hours at the overtime rate at one-half	Police Officer Police Corporal Sworn classifications represented by the FFA	Minimum Wage	6 hours per pay period	Minimum wage rate x 1.5 (overtime rate)

SKILL AND OTHER PAYS

ATTACHMENT C

CODE	DESCRIPTION	CLASSIFICATION	AMOUNT	RATE TYPE	BASIS
	(1.5) of the current state minimum wage, to feed, exercise, clean and maintain the service dog.				
DT	Dive - Bargaining unit members who have successfully passed entry-level Dive Team qualification and are assigned to the Dive Team shall be entitled to per diem pay in the amount equivalent to six percent (6%) of Step 5 Police Officer pay, for each hour worked while conducting an approved Dive Team operational deployment or operational training.	Police Officer Police Corporal Police Sergeant Police Lieutenant	6.00%	Per Diem - Hourly	Step 5 Police Officer base hourly rate
HP	Acting - The Chief of Police or designee, may designate an officer to act in a higher level position i.e., Police Officer and Police Corporal for Police Sergeant, Police Sergeant for Police Lieutenant/Administrator and Police Lieutenant for Commander/Administrator. This is a salary increase over the employee's existing pay (including all skill and incentive pays) but in no event more than the top step of the rank above them. However, FTO and One Officer Car Pay will be included in existing pay only if the employee has served 75 percent of their time in these positions in the past year.	Sworn Police Classifications	5.00%	Per Diem - Hourly	Salary increase over employee's existing pay (including all skill and incentive pay) but not more than the top step of the rank above them.
H2	Acting Overtime Hours - Employees designated to act in a higher level position (see HP). This code is only applied when using HP during overtime (unscheduled hours – UH).	Sworn Police Classifications	5.00%	Per Diem - Hourly	Acting Pay Rate x 1.5 (overtime rate)
JL	Junior Lifeguard Instructor - When performing the duties of a Junior Lifeguard Instructor.	Lifeguard-Hourly- NC	\$6.00	Per Diem - Daily	Flat Rate
MA	Marksmanship - Sworn	Sworn Police	Rate Varies	Yearly	Flat Rate

SKILL AND OTHER PAYS

ATTACHMENT C

CODE	DESCRIPTION	CLASSIFICATION	AMOUNT	RATE TYPE	BASIS
	personnel of the Police Department, Special Services Officers and Park Rangers who may be called upon to use firearms in the performance of their duties and who on a qualifying schedule prescribed by the Chief of Police attain a required degree of proficiency in marksmanship.	Classifications Special Services Officer I-IV Harbor Patrol Officer I-III	(Level) Marksman - \$48.00 Sharpshooter - \$96.00 Expert- \$192.00 Master- \$384.00		
MW	Physical Fitness Program - Employees who have fully participated in the City approved Physical Fitness Program. See MOU provisions.	Sworn Police Classifications	Varies		
MW	Wellness Participation - Compensation for employees who have fully participated in the City approved Fire Wellness Program during the prior calendar year.	Sworn Fire Classifications	\$100.00	Monthly	Flat Rate
P1	Solo Patrol Premium - When regularly assigned to a one officer unit in Patrol between the hours of 1630 and 0730, an amount equal to 10% of Step 5 Police Officer base hourly rate for each hour worked in a one Officer unit.	Police Officer	10.00%	Per Diem - Hourly	Step 5 Police Officer base hourly rate
P2	Field Training Officer - When assigned by the Chief of Police to be Field Training Officer, an amount equal to 10% of Step 5 of Police Officer for each hour worked in that assignment. Field Training Officers will be assigned to train Police Officers during the 12-month probation period.	Police Officer	10.00%	Per Diem - Hourly	Step 5 Police Officer base hourly rate
PE	Paramedic – After being licensed through the State of California and accredited by the local emergency services agency and while fully trained and assigned to paramedic duty.	Firefighter	19.00%	Per Diem- Hourly	Top step of Firefighter base hourly
PR	Patrol Premium – When assigned as qualified relief to the Patrol Division as	Police Lieutenant Police Officer Police Sergeant	3.00%	Per Diem - Hourly	Step 5 Police Officer

SKILL AND OTHER PAYS

ATTACHMENT C

CODE	DESCRIPTION	CLASSIFICATION	AMOUNT	RATE TYPE	BASIS
	determined by the Chief of Police, even if receiving other premium skill pays, such as Helicopter Pilot, Helicopter Observer, Motorcycle, Detective, Canine, Port Security, Dive and SWAT. Effective October 1, 2025, this per diem skill pay will no longer be eligible for POA members when already receiving other premium skill pays listed above.	Police Corporal			base hourly rate
S1/S2	Dispatcher Telephone Training - Compensation to employees assigned to train on the operation of telephone lines for both the Police and Fire Department dispatch.	Public Safety Dispatcher I - IV Communications Center Supervisor Communications Center Coordinator	\$0.750	Per Diem - Hourly	Flat Rate
S1/S2	Dispatcher Radio Training - Compensation to employees assigned to train on the operation of radio communications for both the Police and Fire Department dispatch.	Public Safety Dispatcher I - IV Communications Center Supervisor Communications Center Coordinator	\$0.750	Per Diem - Hourly	Flat Rate
S1/S2	Irrigation Telemetry - When regularly assigned and performing telemetry duties to monitor, adjust, and troubleshoot irrigation systems.	Automatic Sprinkler Control Tech	\$12.000	Per Diem - Daily	Flat Rate
S1/S2	Supervisor - When regularly assigned and performing as supervisor of three or more sections in the Structural Division of the Public Service Bureau.	Carpenter Supervisor Electrical Supervisor General Maint Supervisor II Mechanical Supervisor Painter Supervisor Plumber Supervisor	\$11.000	Per Diem - Daily	Flat Rate
S1/S2	Structural Engineer - When possessing a California Structural Engineers License and assigned to perform Structural Engineering duties.	Civil Engineer Senior Civil Engineer	\$10.000	Per Diem - Daily	Flat Rate

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CODE	DESCRIPTION	CLASSIFICATION	AMOUNT	RATE TYPE	BASIS
S1/S2	Equipment - When required to work on ladders, mechanical devices, etc. placing employees at heights over 40 ft. (excludes Window Washers and Tree Trimmers).	Classifications in the current Salary Resolution in the Skilled & General Bargaining Units	\$4.400	Per Diem - Daily	Flat Rate
S1/S2	Police Records - Employees of the Police Department when regularly assigned to and performing the duties of the Police Records Supervisor during the supervisor's regular days off.	Clerk Typist III	\$6.400	Per Diem - Daily	Flat Rate
S1/S2	Field Supervisor - When performing field supervisory duties.	Construction Inspector II	\$5.000	Per Diem - Daily	Flat Rate
S1/S2	Paramedic Preceptor - Compensation to permanent full-time bargaining unit members who are certified as Paramedic Preceptors and who train Paramedic Trainees.	Battalion Chief Fire Boat Pilot Fire Captain Fire Engineer Firefighter	10.00%	Hourly	Top step of Firefighter base hourly
S1/S2	Rescue Boat Captain - When certified and temporarily assigned from qualified relief to work as a Rescue Boat Captain. See provisions in MOU.	Fire Captain	1.50%	Per Diem - Hourly	Top step of Firefighter base hourly
S1/S2	Fire Boat Operations - When certified and temporarily assigned from qualified relief assigned to Fire Boat Operations. See MOU provisions.	Fire Boat Pilot Fire Captain Fire Engineer Firefighter	1.50%	Per Diem - Hourly	Top step of Firefighter base hourly
S1/S2	Urban Search and Rescue (USAR) - When certified and temporarily assigned from qualified relief to the USAR station. See MOU provisions.	Fire Boat Pilot Fire Captain Fire Engineer Firefighter	1.50%	Per Diem - Hourly	Top step of Firefighter base hourly
S1/S2	Hazardous Materials (HAZMAT) - When certified and temporarily assigned from qualified relief to the Hazardous Materials station. See MOU provisions.	Fire Boat Pilot Fire Captain Fire Engineer Firefighter	1.50%	Per Diem - Hourly	Top step of Firefighter base hourly

SKILL AND OTHER PAYS

ATTACHMENT C

CODE	DESCRIPTION	CLASSIFICATION	AMOUNT	RATE TYPE	BASIS
S1/S2	Aircraft Rescue and Fire Fighting (ARFF) - When certified and temporarily assigned from qualified relief to the ARFF station. See MOU provisions.	Fire Boat Pilot Fire Captain Fire Engineer Firefighter	1.50%	Per Diem - Hourly	Top step of Firefighter base hourly
S1/S2	Class A License - When driving a vehicle requiring a Class A License.	Garage Service Attendant I-II	\$8.800	Per Diem - Daily	Flat Rate
S1/S2	Operator Qualification - When serving as an evaluator, for the City of Long Beach in compliance with Department of Transportation-49 Code of Federal Regulations Subpart N Operator Qualification Plan, to certify personnel for operator qualification.	Corrosion Control Supervisor	\$10.000	Per Diem - Daily	Flat Rate
S1/S2	Operator Qualification - When serving as an evaluator, for the City of Long Beach in compliance with Department of Transportation-49 Code of Federal Regulations Subpart N Operator Qualification Plan, to document and qualify individuals performing covered tasks on a pipeline facility.	Gas Maintenance Supervisor I-II Gas Distribution Supervisor I-II	\$10.000	Per Diem - Daily	Flat Rate
S1/S2	Plan Check - When appropriately certified in the discipline of plumbing, mechanical or electrical inspection and assigned to perform as a Plan Checker in more than one specialty area.	Plan Checker Plan Checker-Electrical I-II Plan Checker-Fire Prevention Plan Checker-Fire Prevention I-II Plan Checker-Mechanical Plan Checker-Mechanical I-II Plan Checker-Plumbing Plan Checker-Plumbing I-II	\$4.000	Per Diem - Daily	Flat Rate

SKILL AND OTHER PAYS

ATTACHMENT C

CODE	DESCRIPTION	CLASSIFICATION	AMOUNT	RATE TYPE	BASIS
S1/S2	Communications Center Supervisor - When regularly assigned to and performing the duties of a Communications Center Supervisor during the Communications Center Supervisor's regularly scheduled days off. This skill pay may not be combined with Higher Class Pay.	Public Safety Dispatcher IV	\$7.500	Per Diem - Daily	Flat Rate
S1/S2	Trainer - When performing as a trainer for a new operator.	Refuse Operator I-IV	\$20.000	Per Diem - Daily	Flat Rate
S1/S2	Trainer - When assigned as School Guard Trainer.	School Guard I - II	\$3.100	Per Diem - Daily	Flat Rate
S1/S2	School Guard Supervisor - When assigned to and performing as School Guard Supervisor.	Special Services Officer II	\$4.000	Per Diem - Daily	Flat Rate
S1/S2	SSO IV Duties - When assigned to the Police Department Marine Patrol and performing the duties of a Security Officer IV during the Security Officer IV's regularly scheduled days off. This skill pay may not be combined with Higher Class Pay.	Special Services Officer III	\$4.540	Per Diem - Daily	Flat Rate
S1/S2	Pesticide Applicator License - When possessing a Pesticide Applicator license and regularly assigned pesticide applicator duties.	Tree Trimmer I-II	\$4.430	Per Diem - Daily	Flat Rate
S1/S2	Lead Welder - When regularly assigned and performing duties as a lead welder.	Welder	\$4.950	Per Diem - Daily	Flat Rate
S1/S2	Senior Animal Control - When assigned to and performing the duties of Sr Animal Control Officer. May not be combined with Higher Class Pay.	Animal Control Officer II	\$6.000	Per Diem - Daily	Flat Rate
S1/S2	Lifeguard Specialty Lead - When regularly and consistently assigned to a lead or supervisory position as a Senior Lifeguard, Dispatcher, Ride Along or Sting	Lifeguard-Hourly- NC	\$6.000	Per Diem - Daily	Flat Rate

SKILL AND OTHER PAYS

ATTACHMENT C

CODE	DESCRIPTION	CLASSIFICATION	AMOUNT	RATE TYPE	BASIS
	Cart Operator.				
S1/S2	Jailer – When performing the duties associated with working in the jail, on an as-needed basis.	Special Services Officer I-IV	\$4.000	Per Diem – Hourly	Flat Rate
SW	SWAT - Bargaining unit members who have successfully passed entry-level Special Weapons and Tactics (SWAT) school and are assigned to the SWAT Team shall be entitled to per diem pay in the amount equivalent to ten percent (10%) of Step 5 Police Officer pay, for each hour worked while conducting a SWAT operational deployment or an approved SWAT operational training.	Police Officer Police Corporal Police Sergeant Police Lieutenant	10.00%	Per Diem - Hourly	Step 5 Police Officer base hourly rate
T2	Training - When assigned by the Department Head to train personnel as part of a structured training plan.	Special Services Officer I-V Harbor Patrol Officer I-III Parking Control Checker I-II	\$2.250	Hourly	Flat Rate
WA	Wellness Participation and Achievement - Compensation for employees who have fully participated in the City approved Fire Wellness Program during the prior calendar year and who achieve the agreed upon Wellness Program benchmarks. Maximum total wellness payment (MW and WA combined) is \$200.	Sworn classifications represented by the FFA	\$100.00	Monthly	Flat Rate

Other Pay Legend

Code	<p>The code used to identify the other pay in the payroll system.</p> <ul style="list-style-type: none"> • Numerical codes are used on the HR-1 to add the other pay to an employee’s pay (adjusted rate). • Letter codes are used to apply the pay on the employee’s timesheet. • Numerical codes that can also be applied on a per diem basis will use S1/S2 on the timesheet.
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Description	<p>The description of the other pay, which includes requirements and other pertinent information.</p> <ul style="list-style-type: none"> • Pays marked with a "T" are considered terminal. Any current employee receiving the pay will not be impacted, however, no other employee may receive the pay.
Classification	<p>The classifications eligible for the other pay.</p>
Amount	<p>The amount paid based on the rate type or basis.</p>
Rate Type	<ul style="list-style-type: none"> • Hourly represents the amount paid per hour. For sworn Fire positions, hourly represents the daylight hourly amount. • Platoon schedule per diem rates shall be calculated as follows: daylight hourly rate divided by 1.4. This calculation accounts for the 56-hour equivalent, as referenced in the MOU. • Per diem hourly rates shall be the hourly rate times the number of regular hours an employee works in a day. • Per diem daily rates are a flat daily rate, no matter how many hours the employee works per day. <p>Occupational skill pays shall be paid to the employee at an hourly rate only if said employee is assigned to regularly perform said occupational skill on a daily basis. If an employee is not regularly assigned to perform said occupational skill on a daily basis, then the additional pay shall be paid at a per diem rate, and said per diem skill pay shall be paid for each work day that said employee actually performs said occupational skill.</p>
Basis	<p>The basis is a reference point used to compute the total amount.</p> <ul style="list-style-type: none"> • Flat rate is the amount paid by the rate type. • Percentage pays identify the basis used to calculate the other pay. Percentage pays will change anytime there is an increase to the pay identified in the basis.