

1 RESOLUTION NO. RES-26-0047

2
3 A RESOLUTION OF THE CITY COUNCIL OF THE
4 CITY OF LONG BEACH APPROVING THE HARBOR
5 DEPARTMENT AMENDED SALARY RESOLUTION
6 HD-26-3345.

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

12 WHEREAS, on December 2, 2025, the City Council approved RES-25-0166
13 to adopt the Harbor Department Salary Resolution No. HD 25-3323 for Fiscal Year 26;
14 and

15 WHEREAS, the Board of Harbor Commissioners of the City of Long Beach
16 approved the amended Harbor Salary Resolution No. HD-26-3345 on February 23, 2026,
17 and has presented to the City Council for its consideration and approval the
18 compensation fixed in that Resolution;

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

21 Section 1. Pursuant to the provisions of Section 503 of the Charter of the
22 City of Long Beach, the compensation fixed by the Board of Harbor Commissioners of
23 the City of Long Beach as contained in Resolution HD-26-3345, attached hereto as
24 Exhibit "A", is hereby approved.

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

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

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I hereby certify that the foregoing resolution was adopted by the City Council of the City of Long Beach at its meeting of March 10, 2026 by the following vote:

Ayes: Councilmembers: Zendejas, Allen, Duggan, Supernaw, Kerr, Saro, Thrash-Ntuk, Ricks-Oddie.

Noes: Councilmembers: None.

Absent: Councilmembers: Uranga.

Recusal(s): Councilmembers: None.



City Clerk

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Long Beach, CA 90802-4664

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EXHIBIT "A"

RESOLUTION NO. HD-26-3345

1
2
3 A RESOLUTION OF THE BOARD OF HARBOR
4 COMMISSIONERS OF THE CITY OF LONG BEACH
5 CREATING THE DIVISIONS OF THE HARBOR
6 DEPARTMENT; CREATING POSITIONS OF EMPLOYMENT
7 AND FIXING THE NUMBERS THEREOF; ESTABLISHING
8 SALARY RATES AND RANGES AND ASSIGNING THE
9 APPROPRIATE RANGES TO SAID POSITIONS; FIXING AND
10 PRESCRIBING THE COMPENSATION FOR THE OFFICERS
11 AND EMPLOYEES OF THE HARBOR DEPARTMENT
12 SUBJECT TO APPROVAL OF THE CITY COUNCIL OF THE
13 CITY OF LONG BEACH; AMENDING AND RESTATING THE
14 HARBOR DEPARTMENT SALARY RESOLUTION AND
15 REPEALING RESOLUTION NO. HD-25-3323 PROVIDING
16 THAT THIS RESOLUTION SHALL BECOME OPERATIVE;
17 AND MAKING A DETERMINATION RELATING THERETO
18

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

23 WHEREAS, in accordance with the provisions of the City Charter, the Board,
24 in Resolution No. HD-25-3323, created offices and positions of employment in the Harbor
25 Department, fixed the number thereof, established salary rates and ranges, and fixed and
26 prescribed the compensation of the officers and employees of the Harbor Department and
27 provided for biweekly payment of such compensation for the fiscal year commencing on
28 the first full pay period, to include October 1, 2025;

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WHEREAS, it is now the desire of the Board to confirm, readopt, amend and restate the provisions of Resolution No. HD-25-3323, as amended to incorporate the confirmed, readopted and amended provisions into this resolution;

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

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

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ATTACHMENTS

ATTACHMENT I – BUREAUS, DIVISIONS AND POSITION TITLES

ATTACHMENT II – POSITIONS AND PAY RATES

ATTACHMENT III – EXECUTIVE SALARY RANGES

1 **SECTION 1. TITLE**

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

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

5 There are hereby created and established in the Harbor Department the bureaus and
6 divisions, set forth and listed in Attachment I. The created and established positions and
7 assigned pay rate numbers are set forth in Attachment II. The establishment of bureaus
8 and divisions, each of which shall be respectively under the immediate supervision and
9 control of the indicated head of the bureau or division. Each Managing Director and each
10 division director shall be responsible to the Chief Executive Officer of the Harbor
11 Department for the proper and efficient administration of their bureau or division. The Chief
12 Executive Officer of the Harbor Department shall have the power and authority to appoint
13 and employ such officers and employees as may be necessary for the efficient and
14 economical operation of Harbor Department functions, except for Commission staff.
15 Commission staff shall be appointed and employed by the Commission. The Chief
16 Executive Officer of the Harbor Department has the authority to move a bureau or division
17 administratively to ensure its proper and efficient administration as deemed appropriate by
18 the Board. Except as otherwise provided by this resolution, the compensation for each
19 position is hereby fixed and prescribed at one of the pay rates within the Salary Ranges
20 set forth in the Salary Schedules, which pay rates are indicated opposite each listed office
21 and position by a Salary Range Number and any additional compensation listed in the
22 Resolution, as provided herein or by applicable ordinance.

23 **SECTION 3. POSITION COMPENSATION DESIGNATION**

24 **3.1 Compensation Designation**

25 The designation of certain positions in the schedule of positions contained herein and the
26 designation of grades within a specified classification are made for the purpose of
27 classifying such positions according to the degree of responsibility and character of the
28 duties required by such positions solely and only to the end that salary schedules for such

1 positions will reflect the differences in the responsibilities and duties attached to positions
2 of the same classification. The characterization of positions by said terms is hereby
3 declared to have no other purpose or effect and shall not in any manner change or alter
4 the classification of employees holding such positions.

5 **3.2 Occupational Code Designation**

6 The use of occupational code designations are for administrative purposes only. Changes
7 in occupational code designation and in the status of a position may occur and such
8 changes will not require amendment of this Resolution.

9 **SECTION 4. POSITION DUTIES**

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

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

17 All salaries and wages provided in this resolution shall be computed and payable in
18 biweekly installments and such installments shall be paid every other Friday in accordance
19 with and in continuation of the schedule of biweekly pay periods and paydays.

20 **SECTION 6. EMPLOYMENT COMPENSATION**

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

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

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

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

12 **SECTION 8. COMPENSATION COMPUTATION**

13 **8.1 Hourly**

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

19 **8.2 Unauthorized Absences**

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

26 **SECTION 9. PAY DEDUCTION AUTHORIZATION**

27 Employees of the Harbor Department may, pursuant to and in accordance with the
28 provisions of this resolution and the administrative directives, regulations and policies

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

8 **SECTION 10. SALARY SCHEDULES**

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

11 **SECTION 11. PAY RATES**

12 The biweekly salary of any employee who is originally appointed to any office or position
13 of employment listed in or established by this Resolution shall be at a Pay Rate Step of the
14 Salary Schedule for the Pay Rate Range designated for such office or position. In those
15 cases where positions are designated with grade numbers, the biweekly salaries of such
16 employees shall be computed based upon the pay rates designated for the grade thereof.

17 The Chief Executive Officer of the Harbor Department or their designee may designate a
18 different pay rate for any employee, selecting any step within the applicable Salary
19 Schedule, without limitations as to grade or numerical designation. The Chief Executive
20 Officer of the Harbor Department or designee shall determine the initial step or salary level
21 within the established Pay Rate Range of the applicable Salary Schedule for each
22 employee's position.

23 **SECTION 12. PAY FOR EXECUTIVES/PROFESSIONALS**

24 **12.1 Salary Ranges**

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

1 **12.2 Executive Salary Ranges**

2 The rates of compensation of the Executive Salary Range established herein are hereby
3 fixed and prescribed at any level within the limits of the salary rates shown in Attachment
4 III. The initial compensation of said employees shall be fixed by the Chief Executive Officer
5 at a level of compensation within the Executive Salary Range designated herein. Under no
6 circumstances will an employee's salary exceed the maximum salary for an employee's
7 assigned classification range, unless approved by the City Council or the salary increase
8 is due to a general wage increase.

9 **12.3 Effective Term of Compensation**

10 The salaries and compensation fixed and prescribed herein for officers and employees of
11 the Harbor Department shall take effect commencing on the first full pay period, including
12 October 1, 2025, so long as the Board of Harbor Commissioners and the City Council of
13 the City of Long Beach approve, by resolution, the salaries and compensation fixed and
14 prescribed herein.

15 **12.4 Merit Increases / Decreases**

16 Notwithstanding any other provision contained in this Resolution, the level of compensation
17 and any adjustment thereof payable to an employee of the Harbor Department in a position
18 to which they have been assigned to an Executive Salary Range in this Resolution shall
19 be determined based upon merit by the performance and demonstrated ability of said
20 employee. The Chief Executive Officer of the Harbor Department shall have the authority
21 to increase or decrease the level of compensation of all said employees assigned to an
22 Executive Salary Range except the Chief Executive Officer of the Harbor Department, the
23 Chief Operating Officer, and Executive Officer to the Board of Harbor Commissioners. The
24 sum total of all said percentage increases or decreases, including both merit and salary
25 adjustments, shall not exceed a total of twelve percent (12%) during any fiscal year, without
26 approval of the Board and City Council. These percentage increases or decreases in
27 compensation are to be implemented on a prospective basis, the effective date will be the
28 first day of the first full pay period following approval from Board and or City Council, as

1 applicable.

2 **12.4.1 Executive Positions**

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

10 **12.4.2 Chief Executive Officer**

11 **MERIT INCREASES**

12 Merit increases of the Chief Executive Officer of the Harbor Department must be approved
13 by the Board as merited by performance and in accordance with the established salary
14 range approved by the City Council. Merit increases approved by the Board above the
15 established range and/or merit increase above the established fiscal year maximum must
16 be approved by the City Council.

17 **GENERAL INCREASES**

18 General increases and other terms of compensation (ad-hoc, bonus, retention payments,
19 etc.) for the Chief Executive Officer of the Harbor Department must be approved by the
20 Board and must not exceed the parameters set forth by the Unrepresented Management
21 (Non-Sworn) Employee Terms, approved by the City Council.

22 **FRINGE BENEFITS**

23 The Chief Executive Officer of the Harbor Department is eligible for fringe benefits,
24 including transportation allowance and deferred compensation, as set forth by the
25 Unrepresented Management (Non-Sworn) Employee Terms, approved by City Council.

26 **12.4.3 Executive Performance Incentive Compensation**

27 Each employee assigned to an Executive Salary Range shall be eligible to participate in
28 and receive Individual Performance Incentive Compensation, the purpose of which is to

1 compensate management employees for distinguished and outstanding performance for
2 the periods for which said Performance Incentive Compensation is paid and in further
3 anticipation of continued distinguished and outstanding performance in subsequent
4 periods.

5 **12.4.4 Amount of Incentive Compensation**

6 Individual Performance Incentive Compensation may be paid to any eligible employee in
7 an amount not to exceed the annual limit established in the City Salary Resolution, per
8 fiscal year, based upon the evaluation of the employee's performance by the Chief
9 Executive Officer of the Harbor Department, or in the case of the Chief Executive Officer
10 of the Harbor Department, by the Board of Harbor Commissioners

11 **SECTION 13. BOARD OF HARBOR COMMISSIONERS AUTHORITY**

12 ***13.1 Acting Appointments***

13 The Board may assign an employee of the Harbor Department to perform as the acting
14 Chief Executive Officer of the Harbor Department, whenever a vacancy occurs or when the
15 Board determines that the incumbent Chief Executive Officer of the Harbor Department, is
16 unable to perform the duties of their position and such an assignment is necessary for the
17 efficient and effective operation of the Harbor Department.

18 ***13.2 Acting Pay***

19 An employee will be eligible for an Acting Appointment when they are designated by the
20 Chief Executive Officer of the Harbor Department to perform the principal duties of a higher
21 position for a temporary period of ten (10) or more consecutive business days. The
22 employee shall receive temporary acting pay, retroactive to the first Saturday following the
23 date they were designated to perform the duties, once approved by the Board, equivalent
24 to a ten percent (10%) salary adjustment or the minimum of the salary range for the
25 position, whichever is greater, provided that in no case shall the rate for that period exceed
26 the maximum rate of the higher-paying position.

27 The Chief Executive Officer of the Harbor Department or designee shall review and
28 approve the appropriateness of the Acting Appointment for management positions.

1 Employees will revert to their previously established hourly rate following the expiration of
2 the Acting Appointment.

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

- 4 • Compensation for Acting appointments may not be applicable when designated to
5 perform the duties of a position that is in the same or lower salary range, as the
6 incumbent’s current position. Determinations will be made on a case-by-case basis.
- 7 • Non-management employees designated to a temporary Acting Pay management
8 assignment are only eligible for the rates of compensation designated herein,
9 however are not eligible for any other benefits or incentives applicable pursuant to
10 this resolution.
- 11 • Acting Pay temporary assignments shall not exceed 960 hours, unless approved by
12 the Chief Executive Officer of the Harbor Department or designee, to ensure
13 compliance with CalPERS.

14 **SECTION 14. AUTHORITY OF CHIEF EXECUTIVE OFFICER OF THE HARBOR**
15 **DEPARTMENT**

16 Subject to and within the limitations of the provisions of the City Charter, the Chief
17 Executive Officer of the Harbor Department may at any time find and determine that an
18 employee is entitled to be, and shall be, assigned to either a different step within the Salary
19 Range established for such office or position, or to a different grade where positions are
20 designated with grade numbers, and that an employee shall receive the biweekly salary
21 established therefore. The Chief Executive Officer of the Harbor Department has the
22 authority to temporarily adjust the grade or step of an employee subject to disciplinary
23 action, in lieu of suspension without pay, as may be required for the efficient and
24 economical administration and management of the affairs of the Harbor Department.

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1 **SECTION 15. LIMITATIONS TO CHIEF EXECUTIVE OFFICER OF THE HARBOR**
2 **DEPARTMENT AUTHORITY**

3 **15.1 Delegation to Chief Executive Officer of the Harbor Department with**
4 **Limitations**

5 With respect to the administration of the provisions of this Resolution, the Board confers
6 and delegates to the Chief Executive Officer of the Harbor Department the authority and
7 duty to do and perform all actions relating to the administration and management of
8 employees of the Harbor Department as may be required for the efficient and economical
9 functioning thereof; provided, however, the powers and duties conferred upon and
10 delegated to the Chief Executive Officer of the Harbor Department shall not include the
11 powers to assign an employee to perform as acting Chief Executive Officer of the Harbor
12 Department, Chief Operating Officer, , in accordance with the provisions of and under the
13 circumstances described in Section 14.1 above; (ii) to grant a leave of absence without
14 compensation to the Chief Executive Officer of the Harbor Department; (iii) to grant
15 executive leave to the Chief Executive Officer of the Harbor Department; (iv) to authorize,
16 as additional compensation, the payment of actual moving expenses incurred by a person
17 in accepting a position with the Harbor Department; or (v) to exercise such powers as are
18 exclusively reserved to the Board under the provisions of Article XII of the Long Beach City
19 Charter.

20 **SECTION 16. PROMOTIONS AND TRANSFERS**

21 Subject to the Chief Executive Officer's power to set the pay rate of any employee at the
22 time of making the initial appointment at one of the pay rates established herein, in the
23 event an employee: (i) is promoted from one position to another for which a higher pay rate
24 is established, or (ii) is advanced from one grade to another in the same position for which
25 a higher pay rate is established, or (iii) is transferred from one department to another
26 without change of position; the Chief Executive Officer of the Harbor Department shall
27 designate the pay rate of such employee to be at one of the pay rates for such position or
28 grade which will be not less than the pay rate received by such employee immediately prior

1 to such promotion, advancement or transfer. Likewise, in the event an employee is
2 transferred, as prescribed by Civil Service Rules and Regulations, for other than
3 disciplinary reasons, from one position to another position for which a lower pay rate is
4 established, the Chief Executive Officer of the Harbor Department shall designate the pay
5 rate of such employee to be at one of the pay rates prescribed for such position to which
6 the employee is transferred.

7 **16.1 Definition of Period of Employment – Armed Forces**

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

13 **SECTION 17. OTHER COMPENSATION**

14 **17.1 Overtime**

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

20 **17.2 Vacation Pay-Off**

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

1 be considered as overtime or "extra time worked."

2 **17.3 Cash Payment**

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

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

17 **17.4 Temporary Assignments**

18 **17.4.1 Training and Development**

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

24 **17.4.2 Rehabilitation or Recovery from a Medical Condition**

25 An employee temporarily assigned to perform duties not ordinarily attached to his/her
26 position, for the purpose of rehabilitation or the recovery from a medical condition that has
27 been certified by the Occupational Health Physician, or medical designee, pursuant to
28 Section 63(5) of the Civil Service Rules and Regulations, shall not gain nor accrue Civil

1 Service seniority in the temporary assignment, but shall continue to accrue seniority in their
2 current classification and will be compensated at the same salary rate of the employee's
3 current classification.

4 **17.4.3 Y-Rate**

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

10 ***17.5 Relocation Compensation***

11 The Board, in its discretion, may authorize, as additional compensation, the payment of
12 the actual moving expenses incurred by a person in accepting a position with the Harbor
13 Department as approved by the Chief Executive Officer of the Harbor Department when
14 the Board determines that such additional compensation is required as a further
15 inducement to a prospective officer or employee to accept employment with the Harbor
16 Department.

17 ***17.6 Tuition Reimbursement***

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

22 ***17.7 Damaged Personal Property Reimbursement***

23 Pursuant to the provisions of Section 53240 of the California Government Code, an
24 employee may receive the cost of replacing or repairing property such as eyeglasses,
25 hearing aids, dentures, watches, or articles of clothing when loss or damage occurs in the
26 line of duty and is not attributable to the employee's negligence. If the items are damaged
27 beyond repair, the actual value of such items may be paid. The value of such items shall
28 be determined as of the time of loss or damage. In the event of such loss or damage, the

1 employee seeking recovery shall file a request for reimbursement in writing with his/her
2 division head and the request shall be processed in accordance with the applicable
3 administrative regulations of the City.

4 **17.8 Expenses for the Board of Harbor Commissioners**

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

12 **SECTION 18. RECOGNITION AND REWARDS PROGRAMS**

13 **18.1 Employee Suggestion Award**

14 Employees of the Harbor Department may also receive additional compensation in the
15 form of suitable recognition awards as determined by the Chief Executive Officer of the
16 Harbor Department.

17 **18.2 Measurable Monetary Award**

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

25 **18.3 Non-Measurable Monetary Award**

26 The Chief Executive Officer of the Harbor Department may also authorize an award not to
27 exceed Two Hundred Dollars (\$200.00) for adopted suggestions resulting in benefits to the
28 Harbor Department which are not measurable in monetary term, and may authorize the

1 use of promotional awards to encourage participation in the program.

2 **18.4 Safety Awards**

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

6 **18.5 Port Familiarization Programs**

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

10 **18.6 Green Commute Transportation Program**

11 Employees of the Harbor Department who are eligible and volunteer to participate in the
12 Harbor Department's Green Commute Program as defined by Administrative Directive
13 shall be eligible to receive appropriate recognition and rewards as determined by the Chief
14 Executive Officer of the Harbor Department.

15 **SECTION 19. TRANSPORTATION**

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

25 **SECTION 20. BENEFITS**

26 **20.1 Extended Leave of Absence**

27 The Chief Executive Officer of the Harbor Department may grant an extended leave of
28 absence, not to exceed one year, for the purpose of health, or study, travel and research,

1 to any employee of the Harbor Department. The application of such extended leave of
2 absence shall state the time desired and shall have the written approval of the applicant's
3 division head or designee. Any leave of absence granted under this Section shall be
4 without compensation during such absence. The position held by the employee to whom
5 the leave of absence is granted shall be filled for the term of the absence in the same
6 manner as vacancies are filled.

7 **20.2 Leave of Absence Without Pay**

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

12 **20.3 Authorization to Instruct**

13 The Chief Executive Officer of the Harbor Department may authorize one or more
14 employees in the Harbor Department to act as instructors in public or private schools,
15 colleges or universities whenever the subjects of study in such classes are directly related
16 to the type or kind of work performed by such employee under his or her employment with
17 the Harbor Department, and the Chief Executive Officer of the Harbor Department has
18 determined that the conduct of said classes will directly promote or improve the efficiency
19 of the Harbor Department by reason of the attendance at such classes by employees or
20 prospective employees of the Harbor Department. The duties so authorized shall be in
21 addition to duties regularly attached to his or her office position. Every employee so
22 authorized to instruct such classes during business hours may charge such fee for his or
23 her services as may be prescribed by the Chief Executive Officer of the Harbor
24 Department, and all fees so collected shall be paid into the City Treasury by such
25 employee.

26 **SECTION 21. CONFLICTS**

27 **21.1 Memoranda of Understanding Conflicts**

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

1 laws, rules and regulations, it is the intent of the Board of Harbor Commissioners, by the
2 adoption of this Salary Resolution, to prescribe the salaries and compensation of the
3 employees of the Harbor Department, including the implementation of such adjustments in
4 salaries and compensation for the employees in each office or position of employment with
5 the City as provided in any applicable Memorandum of Understanding which has
6 heretofore been approved and adopted by the City Council, and in the event of any
7 inconsistency or conflict between the provisions of this resolution and the applicable
8 Memorandum of Understanding regarding such adjustments in compensation due to any
9 inadvertence, oversight, or clerical error, it is intended that the provisions in such
10 Memorandum of Understanding shall control and shall supersede the provisions of this
11 resolution, and such adjustments to the salaries and compensation shall be deemed to
12 have been correctly included herein, effective as of the applicable effective date, and such
13 matters shall be subsequently corrected by appropriate action.

14 **21.2 Minimum Wage**

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

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

24 **SECTION 22. ENVIRONMENTAL IMPACT**

25 The Board of Harbor Commissioners of the City of Long Beach hereby finds and
26 determines that this Harbor Department Salary Resolution will not have a significant
27 adverse effect on the environment and that this Harbor Department Salary Resolution is
28 not subject to provisions of the California Environmental Quality Act and the requirements

1 of the guidelines are not applicable.

2 **SECTION 23. CERTIFICATION OF RESOLUTION ADOPTION**

3 **23.1 Repealing of Prior Salary Resolution**

4 Resolution No. HD-24-3234 of the Board of Harbor Commissioners of the City of Long
5 Beach are hereby repealed; and the repeal of said resolutions shall not repeal or in any
6 way abrogate any rights of an officer or employee, such as, but not limited to, accrued time
7 for step increases, overtime, and compensatory time.

8 **23.2 Certification of Adoption**

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

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I hereby certify that the foregoing resolution was adopted by the Board of Harbor Commissioners of the City of Long Beach at its meeting of February 23, 2026 by the following vote:

Ayes: Commissioners: Lowenthal, Olvera, Weissman, Neal, Colonna

Noes: Commissioners: _____
Absent: Commissioners: _____
Not Voting: Commissioners: _____



Secretary

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

**ATTACHMENT I
BUREAUS AND DIVISIONS**

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

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

| Occup. Code | Position Title | Salary Range No. |
|--------------------|---|-------------------------|
| NB1NN | ASSISTANT DIRECTOR - SURVEY | E80 |
| NB4NN | ASSISTANT DIRECTOR-FINANCE | E80 |
| NF7NN | ASSISTANT DIRECTOR-PROCUREMENT | E80 |
| L34NN | ASSISTANT DIRECTOR – PROJECT CONTROLS | E80 |
| L30NN | ASSISTANT DIRECTOR – GOVERNMENT RELATIONS | E80 |
| N02NN | ASST CHIEF HARBOR ENGINEER | 764 |
| NN1NN | ASST DIR OF TENANT SERVICES | E80 |
| NB9NN | ASST DIR – SECURITY | E80 |
| NB8NN | ASST DIR-COMMUNICTNS/COMM RELTNS | E80 |
| NH4NN | ASST DIR-CONSTRUCTION MGMT | E80 |
| NK9NN | ASST DIRECTOR - PORT PLANNING | E80 |
| N05NN | ASST DIRECTOR OF MAINTENANCE | E80 |
| NG6NN | ASST DIRECTOR-BUSINESS DEVEL | E80 |
| NB5NN | ASST DIRECTOR-HUMAN RESOURCES | E80 |
| ND7NN | ASST DIRECTOR-INFORMATION MGMT | E80 |
| N62NN | ASST DIRECTOR-REAL ESTATE | E80 |
| NH5NN | ASST DIR-ENGINEERING DESIGN | E80 |
| NE7NN | ASST DIR-ENVIRONMENTAL PLNG | E80 |
| NH6NN | ASST DIR-PROGRAM MANAGEMENT | E80 |
| N67AN | ASST MARKETING MANAGER I | 473 |
| N67BN | ASST MARKETING MANAGER II | 563 |
| N67CN | ASST MARKETING MANAGER III | 633 |
| N03NN | ASST TERMINAL SVCS MANAGER | 594 |
| NA3NN | ASST TO EXECUTIVE DIRECTOR | E95 |
| N42NN | ASST TRAFFIC MANAGER | 603 |
| NI0NN | BUSINESS DEVELOPMENT ANALYST | 662 |
| N68AN | CARGO AUDIT CLERK I | 344 |
| N68BN | CARGO AUDIT CLERK II | 359 |
| N68CN | CARGO AUDIT CLERK III | 404 |
| N68DN | CARGO AUDIT CLERK IV | 448 |
| N88NN | CHIEF EXECUTIVE OFFICER-HARBOR | E09 |
| N10NN | CHIEF HARBOR ENGINEER | E00 |
| NL9NN | CHIEF INFO SECURITY OFFICER | E40 |
| NA4NN | CHIEF INFORMATION OFFICER | E05 |
| N11NN | CHIEF PORT SECURITY OFFICER | 684 |
| N09NN | CHIEF OPERATING OFFICER-HARBOR | E64 |
| AW0NN | CHIEF RISK OFFICER | E40 |
| N12NN | CHIEF WHARFINGER | 682 |
| W84NN | CIVIL ENGINEERING ASST-NC | N58 |

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

| Occup. Code | Position Title | Salary Range No. |
|--------------------|--------------------------------|-------------------------|
| NJ8AN | COMMERCIAL DIVER I | 610 |
| NJ8BN | COMMERCIAL DIVER II | 642 |
| N94AN | COMMUNICATIONS ASSISTANT I | 372 |
| N94BN | COMMUNICATIONS ASSISTANT II | 404 |
| N94CN | COMMUNICATIONS ASSISTANT III | 434 |
| N64NN | COMMUNICATIONS OFFICER | 661 |
| W76BN | CONSTRUCTION INSP II-NC | N73 |
| W76AN | CONSTRUCTION INSP I-NC | N63 |
| NE6NN | CONSTRUCTION MANAGER | 644 |
| N15NN | CONSTRUCTION SUPERVISOR | 542 |
| NC2AN | CONTRACT ADMINISTRATOR I | 459 |
| NC2BN | CONTRACT ADMINISTRATOR II | 523 |
| NL1AN | CONTRACT COMPLIANCE ANALYST I | 603 |
| NL1BN | CONTRACT COMPLIANCE ANALYST II | 634 |
| NL1DN | CONTRACT COMPLIANCE ANALYST IV | 710 |
| NL1CN | CONTRCT COMPLIANCE ANALYST III | 664 |
| NF4DN | CONTROL CENTER OPERATOR IV | 560 |
| NE8NN | DEP EXECUTIVE OFF-THE BOARD | E85 |
| N16AN | DEPUTY CHIEF HARBOR ENGINEER I | 725 |
| N16BN | DEPUTY CHIEF HARBOR ENGR II | 758 |
| NF4NN | DIRECTOR - PROCUREMENT | E05 |
| N92NN | DIRECTOR OF COMMUNICATIONS | E05 |
| N18NN | DIRECTOR OF MAINTENANCE | E05 |
| NA5NN | DIRECTOR OF SECURITY | E05 |
| N22NN | DIRECTOR-BUSINESS DEVELOPMENT | E05 |
| ND9NN | DIRECTOR-CONSTRUCTION MGMT | E05 |
| NE1NN | DIRECTOR-ENGINEERING DESIGN | E05 |
| NE2NN | DIRECTOR-ENVIRONMENTAL PLNG | E05 |
| N59NN | DIRECTOR-FINANCE | E05 |
| NB7NN | DIRECTOR-GOVERNMENT RELATIONS | E05 |
| NE5NN | DIRECTOR-PORT PLANNING | E05 |
| NE4NN | DIRECTOR-PROGRAM MANAGEMENT | E05 |
| NH2NN | DIRECTOR-PROJECT CONTROLS | E05 |
| N61NN | DIRECTOR-REAL ESTATE | E05 |
| NK6NN | DIRECTOR-SURVEY | E05 |
| NJ5NN | DIRECTOR-TENANT SERVICES | E05 |
| N77NN | DIR-HUMAN RESOURCES-HARBOR | E05 |
| L35NN | ENERGY PROGRAMS EXECUTIVE | E18 |
| W77BN | ENGINEERING TECHNICIAN II-NC | N53 |

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

| Occup. Code | Position Title | Salary Range No. |
|--------------------|----------------------------------|-------------------------|
| W77AN | ENGINEERING TECHNICIAN I-NC | N43 |
| NC3AN | ENVIRON REMEDIATION SPEC I | 646 |
| NC3BN | ENVIRON REMEDIATION SPEC II | 699 |
| ND4NN | ENVIRONMENTAL OFFICER | E85 |
| W81NN | ENVIRONMENTAL SPEC ASSOC-NC | N81 |
| W80AN | ENVIRONMENTAL SPEC ASST-NC | N57 |
| N26NN | ENVIRONMENTAL SPECIALIST ASSOC | 596 |
| N25NN | ENVIRONMENTAL SPECIALIST ASST | 516 |
| N24AN | ENVIRONMENTAL SPECIALIST I | 646 |
| N24BN | ENVIRONMENTAL SPECIALIST II | 699 |
| N27NN | EXECUTIVE OFFICER TO THE BOARD | E40 |
| N39NN | EXECUTIVE SECRETARY-HARBOR | E03 |
| N71NN | FINANCIAL RPRTRNG/CONTROLS OFF | 684 |
| ND3AN | GARAGE SUPERVISOR I-HARBOR | 551 |
| ND3BN | GARAGE SUPERVISOR II-HARBOR | 621 |
| W84AN | GARDENER I-NC | M20 |
| W85NN | GENERAL MAINTENANCE ASST-NC | M31 |
| NL5NN | GEOGRAPHIC INFO SYS SUPV | 690 |
| N56NN | GRAPHIC ARTIST | 523 |
| NC0NN | GRAPHICS TECHNICIAN | 409 |
| NI9NN | HARBOR CONTROL CENTER SUPV | 630 |
| N32AN | HARBOR MAINT MECHANIC I | 443 |
| N32BN | HARBOR MAINT MECHANIC II | 473 |
| W86BN | HARBOR MAINT MECHANIC II-NC | M46 |
| W86AN | HARBOR MAINT MECHANIC I-NC | M37 |
| N33NN | HARBOR MAINTENANCE SUPERVISOR | 523 |
| NL7NN | HARBOR MARINE ENGINEER | 694 |
| NM4AN | HARBOR PATROL OFFICER I | 426 |
| NM4BN | HARBOR PATROL OFFICER II | 444 |
| NM4CN | HARBOR PATROL OFFICER III | 502 |
| L36NN | HUMAN RESOURCES OFFICER – HARBOR | E65 |
| NK8NN | INTERMODAL OPERATIONS COORD | 720 |
| NG2AN | MAINTENANCE PLANNER I | 540 |
| AX1NN | LABOR COMPLIANCE OFFCR-HARBOR | E65 |
| NG2BN | MAINTENANCE PLANNER II | 581 |
| ND1NN | MANAGER - SURVEY | E85 |
| NC6NN | MANAGER OF ACCOUNTING | E85 |
| L37NN | MANAGER OF DIGITAL INNOVATION | E40 |
| L38NN | MANAGER OF ENGINEERING – HARBOR | E40 |

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

| Occup. Code | Position Title | Salary Range No. |
|--------------------|--|-------------------------|
| L39NN | MANAGER OF GOVERNMENT RELATIONS | E40 |
| L80NN | MANAGER OF PROJECT MANAGEMENT OFFICE (PMO) | E40 |
| NC1NN | MANAGER OF PORT PROJECTS | E85 |
| N65NN | MANAGER OF RAIL TRANSPORTATION | 724 |
| NL1NN | MANAGER OF REAL ESTATE | E85 |
| NL2NN | MANAGER OF RIGHT OF WAY | E85 |
| NI2NN | MANAGER-BUSINESS DEVELOPMENT | E85 |
| NH9NN | MANAGER-CEQA/NEPA PRACTICES | E40 |
| NM7NN | MANAGER-HUMAN RESOURCES | E85 |
| NI6NN | MANAGER-PROCUREMENT | E85 |
| NH8NN | MANAGER-PROJECT CONTROLS | E40 |
| NK7NN | MANAGER-REVENUE | E85 |
| NH0NN | MANAGER-SECURITY OPERATIONS | E85 |
| NI1NN | MANAGER-TECHNICAL SECURITY | E40 |
| NL0NN | MANAGER-TENANT SERVICES | E85 |
| N80NN | MANAGING DIRECTOR | E18 |
| NA8NN | MARKET PLANNING ASSISTANT | 469 |
| N48NN | MARKET RESEARCH ECONOMIST | 664 |
| N66NN | MARKETING MANAGER | 682 |
| NL3NN | MGR - COMM & COMMUNITY RELTNS | E85 |
| NE9NN | MGR-AIR QUALITY PRACTICES | E40 |
| NG4NN | MGR-BUSINESS APPLICATIONS | E40 |
| NC8NN | MGR-CONTRACT COMPLIANCE | E85 |
| NM9NN | MGR-ECONOMICS & FUNDING | E40 |
| NJ1NN | MGR-ENGINEERING TECHNOLOGY | E85 |
| NF8NN | MGR-ENVIRONMENTAL REMEDIATION | E40 |
| NC9NN | MGR-FACILITIES MAINTENANCE | E85 |
| NG7NN | MGR-FINANCIAL PLNG & ANALYSIS | E40 |
| NG2NN | MGR-HARBOR CONSTRCTN INSPEC QC | E40 |
| NM3NN | MGR-HARBOR GRANTS | E40 |
| NJ2NN | MGR-HARBOR MARINE | E40 |
| ND5NN | MGR-INFRASTRUCTURE MAINTENANCE | E85 |
| NM8NN | MGR-INFRASTRUCTURE OPERATIONS | E40 |
| NK5NN | MGR-INTERMODAL OPERATIONS | E40 |
| NJ3NN | MGR-LABOR COMPLIANCE ADMIN | E85 |
| NM1NN | MGR-MAINTENANCE ADMINISTRATION | E85 |
| NG5NN | MGR-NETWORK OPERATIONS | E40 |
| NC7NN | MGR- ENVIRONMENTAL HEALTH & SAFETY | E85 |
| NF9NN | MGR-SECURITY OPS-GRANTS & ADMN | E85 |

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

| Occup. Code | Position Title | Salary Range No. |
|--------------------|--------------------------------|-------------------------|
| NF1NN | MGR-SECURITY OPS-TRAINING | E40 |
| N57NN | MGR-STRATEGIC PLAN & LAND USE | E85 |
| ND6NN | MGR-SUSTAINABLE PRACTICES | E40 |
| NM6NN | MGR-TECH STRATEGY/ARCHITECTURE | E40 |
| NA7NN | MGR-TRANSPORTATION DEVELOPMENT | E85 |
| NF2NN | MGR-UTILITIES | E85 |
| NG3NN | MGR-WATER QUALITY PRACTICES | E40 |
| NG1NN | PORT PROCUREMENT OFFICER | E65 |
| NB0AN | OFFICE AUTOMATION ANALYST I | 530 |
| NB0BN | OFFICE AUTOMATION ANALYST II | 560 |
| NB0CN | OFFICE AUTOMATION ANALYST III | 590 |
| W73NN | OFFICE AUTOMATION ANALYST I-NC | M52 |
| NB0DN | OFFICE AUTOMATION ANALYST IV | 614 |
| ND4AN | OFFICE SYSTEMS ANALYST I | 653 |
| ND4BN | OFFICE SYSTEMS ANALYST II | 710 |
| ND4CN | OFFICE SYSTEMS ANALYST III | 750 |
| ND4DN | OFFICE SYSTEMS ANALYST IV | 770 |
| NF7AN | PERSONNEL ANALYST I | 577 |
| NF7BN | PERSONNEL ANALYST II | 603 |
| NF7CN | PERSONNEL ANALYST III | 634 |
| W97NN | PLANNER III-NC | M90 |
| NI7NN | PORT ADMINISTRATIVE OFFICER | E65 |
| NI8NN | PORT COMMERCIAL APPRAISER | 720 |
| N93CN | PORT COMMUNICATIONS SPCLST III | 560 |
| N93AN | PORT COMMUNICATIONS SPECLST I | 470 |
| N93BN | PORT COMMUNICATIONS SPECLST II | 530 |
| N93DN | PORT COMMUNICATIONS SPECLST IV | 586 |
| N93EN | PORT COMMUNICATIONS SPECLST V | 622 |
| L86NN | PORT COMPLIANCE OFFICER | E65 |
| NJ8NN | PORT FINANCE OFFICER | E65 |
| ND1AN | PORT FINANCIAL ANALYST I | 640 |
| ND1BN | PORT FINANCIAL ANALYST II | 660 |
| ND1CN | PORT FINANCIAL ANALYST III | 710 |
| N63AN | PORT LEASING SALES OFFICER I | 470 |
| N63BN | PORT LEASING SALES OFFICER II | 530 |
| N63CN | PORT LEASING SALES OFFICER III | 550 |
| N63DN | PORT LEASING SALES OFFICER IV | 660 |
| N63EN | PORT LEASING SALES OFFICER V | 690 |
| N55AN | PORT PLANNER I | 620 |

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

| Occup. Code | Position Title | Salary Range No. |
|--------------------|--------------------------------|-------------------------|
| N55BN | PORT PLANNER II | 650 |
| N55CN | PORT PLANNER III | 680 |
| N55DN | PORT PLANNER IV | 710 |
| N55EN | PORT PLANNER V | 750 |
| ND0BN | PORT RECORDS CENTER SUPERVISOR | 523 |
| N64AN | PORT RISK ASSISTANT I | 462 |
| N64BN | PORT RISK ASSISTANT II | 522 |
| N81AN | PORT RISK MANAGER I | 613 |
| N81BN | PORT RISK MANAGER II | 663 |
| W99NN | PORT SECURITY SYS OPER I-NC | M47 |
| NF4AN | PORT SECURITY SYSTEM OPER I | 490 |
| NF4BN | PORT SECURITY SYSTEM OPER II | 530 |
| NF4CN | PORT SECURITY SYSTEM OPER III | 560 |
| NF6NN | PROJECT ESTIMATOR | 647 |
| NL2AN | PROJECT SCHEDULER I | 636 |
| NL2BN | PROJECT SCHEDULER II | 648 |
| NL4NN | SAFETY SPECIALIST III | 651 |
| N95NN | SECRETARY | 412 |
| NB0NN | SECRETARY-CONF | 410 |
| ND8NN | SENIOR DIRECTOR | E11 |
| NG0NN | SENIOR ELECTRICAL ENGINEER | 702 |
| NK1NN | SENIOR ESTIMATOR | 724 |
| AY9NN | SENIOR MANAGING DIRECTOR | E64 |
| N63NN | SENIOR PORT LEASING OFFICER | 720 |
| NF0NN | SENIOR PROGRAM MANAGER | 725 |
| NJ0NN | SENIOR SCHEDULER | 701 |
| NA9NN | SENIOR SECRETARY | 446 |
| W94NN | SENIOR SURVEY TECHNICIAN-NC | N55 |
| NJ9NN | SUPERVISOR-COMMERCIAL DIVING | 710 |
| W96NN | SURVEY TECHNICIAN-NC | N45 |
| W95NN | SURVEYOR-NC | N67 |
| N43AN | TERMINAL SERVICES REP I | 446 |
| N43BN | TERMINAL SERVICES REP II | 510 |
| W98NN | TRAFFIC ENGINEERING ASSIST-NC | N59 |
| N36NN | TRAFFIC MANAGER | 684 |
| NC6AN | TRANSPORTATION PLANNER I | 620 |
| NC6BN | TRANSPORTATION PLANNER II | 650 |
| NC6CN | TRANSPORTATION PLANNER III | 680 |
| NC6DN | TRANSPORTATION PLANNER IV | 710 |

**ATTACHMENT III
EXECUTIVE SALARY RANGES**

| EXECUTIVE SALARY RANGE | POSITION TITLE | EQUIVALENT ANNUAL SALARY RANGE |
|-------------------------------|------------------------------|---------------------------------------|
| E09 | CHIEF EXECUTIVE OFFICER | \$434,000.495 - \$650,001.000 |
| E64 | HARBOR SENIOR EXECUTIVE | \$309,260.312 - \$432,963.185 |
| E18 | MANAGING DIRECTOR | \$255,585.258 - \$357,819.779 |
| E11 | HARBOR SR DIRECTOR | \$211,231.384 - \$295,721.016 |
| E05 | HARBOR DIRECTOR | \$192,025.495 - \$268,836.528 |
| E80 | HARBOR ASSISTANT DIRECTOR | \$174,568.632 - \$244,396.085 |
| E40 | HARBOR MANAGER (SCHEDULE I) | \$158,700.085 - \$222,180.536 |
| E85 | HARBOR MANAGER (SCHEDULE II) | \$144,271.666 - \$201,981.167 |
| E65 | HARBOR OFFICER | \$131,158.147 - \$183,620.571 |
| E03 | EXECUTIVE SECRETARY – HARBOR | \$81,607.287 - \$117,314.128 |