

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28

RESOLUTION NO. RES-26-0047

A RESOLUTION OF THE CITY COUNCIL OF THE
CITY OF LONG BEACH APPROVING THE HARBOR
DEPARTMENT AMENDED SALARY RESOLUTION
HD-26-3345.

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

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

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

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

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

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

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

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28

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

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

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

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28

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;

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28

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:

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28

CONTENTS

Section 1. TITLE.....		7
Section 2. ESTABLISHMENT OF BUREAUS, DIVISIONS AND POSITIONS		7
Section 3. POSITION COMPENSATION DESIGNATION		7
3.1 Compensation Designation		7
3.2 Occupational Code Designation		8
Section 4. POSITION DUTIES		8
Section 5. ESTABLISHMENT OF PAY PERIODS AND PAY DAYS		8
Section 6. EMPLOYMENT COMPENSATION		8
Section 7. EFFECTIVE TERM OF COMPENSATION		9
Section 8. COMPENSATION COMPUTATION		9
8.1 Hourly		9
8.2 Unauthorized Absences		9
Section 9. PAY DEDUCTION AUTHORIZATION		9
Section 10. SALARY SCHEDULES.....		10
Section 11. PAY RATES		10
Section 12. PAY FOR EXECUTIVES/PROFESSIONALS.....		10
12.1 Salary Ranges.....		10
12.2 Executive Salary Ranges		11
12.3 Effective Term of Compensation		11
12.4 Merit Increases / Decreases.....		11
12.4.1 Executive Positions.....		12
12.4.2 Chief Executive Officer		12
12.4.3 Executive Performance Incentive Compensation		12
12.4.4 Amount of Incentive Compensation.....		13
Section 13. BOARD OF HARBOR COMMISSIONERS AUTHORITY		13
13.1 Acting Appointments		13
13.2 Acting Pay.....		13

1 Section 14. AUTHORITY OF CHIEF EXECUTIVE OFFICER OF THE HARBOR DEPARTMENT
 2 14
 3 Section 15. LIMITATIONS TO CHIEF EXECUTIVE OFFICER OF THE HARBOR DEPARTMENT
 4 AUTHORITY 15
 5 15.1 Delegation to Chief Executive Officer of the Harbor Department with Limitations 15
 6 Section 16. PROMOTIONS AND TRANSFERS 15
 7 16.1 Definition of Period of Employment – Armed Forces 16
 8 Section 17. OTHER COMPENSATION 16
 9 17.1 Overtime 16
 10 17.2 Vacation Pay-Off 16
 11 17.3 Cash Payment..... 17
 12 17.4 Temporary Assignments 17
 13 17.4.1 Training and Development 17
 14 17.4.2 Rehabilitation or Recovery from a Medical Condition 17
 15 17.4.3 Y-Rate 18
 16 17.5 Relocation Compensation 18
 17 17.6 Tuition Reimbursement 18
 18 17.7 Damaged Personal Property Reimbursement 18
 19 17.8 Expenses for the Board of Harbor Commissioners 19
 20 Section 18. RECOGNITION AND REWARDS PROGRAMS 19
 21 18.1 Employee Suggestion Award 19
 22 18.2 Measurable Monetary Award..... 19
 23 18.3 Non-Measurable Monetary Award 19
 24 18.4 Safety Awards 20
 25 18.5 Port Familiarization Programs 20
 26 18.6 Green Commute Transportation Program 20
 27 Section 19. TRANSPORTATION..... 20
 28 Section 20. BENEFITS..... 20

1	20.1	Extended Leave of Absence.....	20
2	20.2	Leave of Absence Without Pay	21
3	20.3	Authorization to Instruct.....	21
4		Section 21. CONFLICTS	21
5	21.1	Memoranda of Understanding Conflicts.....	21
6	21.2	Minimum Wage	22
7		Section 22. ENVIRONMENTAL IMPACT	22
8		Section 23. CERTIFICATION OF RESOLUTION ADOPTION.....	23
9	23.1	Repealing of Prior Salary Resolution.....	23
10	23.2	Certification of Adoption	23
11			
12			
13			
14			
15			
16			
17			
18			
19			
20			
21			
22			
23			
24			
25			
26			
27			
28			

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

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28

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.

25 ////

26 ////

27 ////

28 ////

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.

13 ////

14 ////

15 ////

16 ////

17 ////

18 ////

19 ////

20 ////

21 ////

22 ////

23 ////

24 ////

25 ////

26 ////

27 ////

28 ////

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28

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