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RESOLUTION NO. RES-24-0105

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF LONG BEACH APPROVING THE BOARD OF PUBLIC UTILITIES COMMISSIONERS OF THE CITY OF LONG BEACH RESOLUTION NO. UT-1514, READOPTING AND AMENDING RESOLUTION NO. UT-1483, CREATING OFFICES AND POSITIONS OF EMPLOYMENT AND FIXING THE AMOUNT OF COMPENSATION FOR SUCH OFFICES AND POSITIONS

WHEREAS, Section 1403, Subsection (3) of the Charter of the City of Long Beach provides that certain offices and positions for the employees of the Long Beach Public Utilities Department shall be fixed by the Board of Public Utilities Commissioners (the "Board") by resolution, subject to the approval of the City Council by resolution; and;

WHEREAS, the Board adopted Resolution No. UT-1514 on June 6, 2024, and presents it to the City Council for its consideration and approval;

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

Section 1. Pursuant to the provisions of Section 1403 of the Charter of the City of Long Beach, Long Beach Public Utilities Resolution UT-1514, a copy of which is attached hereto and on file with the City Clerk, is hereby approved.

Section 2. Provided implementation of any salary modifications shall be contingent upon completion of any and all meet and confer requirements with applicable bargaining units.

Section 3. The provision whereby the General Manager has authority to establish updated unclassified positions and salary ranges as described to align utility-specific management roles shall be retroactive as of October 1, 2023.

OFFICE OF THE CITY ATTORNEY  
DAWN MCINTOSH, City Attorney  
411 West Ocean Boulevard, 9th Floor  
Long Beach, CA 90802-4511

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Section 4. The provision regarding the Board's FY24 authority over General Manager's salary shall be retroactive as of October 1, 2023.

Section 5. The City Clerk is hereby authorized and directed to forward to the Board of Public Utilities Commissioners, without delay, a certified copy of this Resolution.

Section 6. This resolution shall take effect immediately upon its adoption by the City Council, and the City Clerk shall certify to the vote adopting this resolution.

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

Ayes: Councilmembers: Zendejas, Duggan, Supernaw, Kerr, Saro,  
Uranga, Austin, Ricks-Oddie.

Noes: Councilmembers: None.

Absent: Councilmembers: Allen.

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

1 RESOLUTION NO. UT-1514

2  
3 A RESOLUTION OF THE BOARD OF PUBLIC  
4 UTILITIES COMMISSIONERS OF THE CITY OF LONG  
5 BEACH CONFIRMING, READOPTING AND AMENDING  
6 RESOLUTION NO. UT-1483, CREATING OFFICES AND  
7 POSITIONS OF EMPLOYMENT, AND FIXING THE AMOUNT  
8 OF COMPENSATION FOR SUCH OFFICES AND  
9 POSITIONS, AND RESCINDING ALL OTHER RESOLUTIONS  
10 OR ORDERS RELATING THERETO  
11

12 WHEREAS, the Board of Public Utilities Commissioners of the City of Long  
13 Beach ("Board"), pursuant to Subsection (3) of Section 1403 of the Charter of the City of  
14 Long Beach, desires to create certain offices and positions in the permanent service of the  
15 Long Beach Public Utilities Department ("Utilities Department"), fix the amount of  
16 compensation therefore, and rescind all other resolutions or orders relating thereto;

17 NOW, THEREFORE, the Board of Public Utilities Commissioners of the City  
18 of Long Beach resolves as follows:

19 Section 1. TITLE. This Resolution shall be known as the "Utilities  
20 Department Salary Resolution" and may be cited and referred to as such.

21 Section 2. ESTABLISHMENT OF OFFICES, POSITIONS AND  
22 COMPENSATION. The Board hereby creates and establishes the offices and positions of  
23 employment listed in Attachment "A", at the compensation set forth at the Salary Range  
24 designated and any additional compensation listed herein therefore notwithstanding those  
25 positions of employment at the compensation set forth therein and any additional  
26 compensation listed in Salary Resolution of the City of Long Beach ("City Salary  
27 Resolution") with the purpose of amending this Resolution immediately thereafter to include  
28 the new position(s) of employment and subsequent compensation. Pay rates for all offices

1 and positions shall take effect on and after the date and time set in the City Salary  
2 Resolution unless otherwise duly noted within or superseded by MOU provisions with City  
3 Council approval.

4 Further, in accordance with Section 3(6) of the Civil Service Rules, the Board  
5 hereby creates and establishes the non-career (NC) positions of employment listed below  
6 at the compensation of each non-career position at the pay rates set forth in the Salary  
7 Schedules and identified by a Salary Range Number.

8 Section 3. EMPLOYMENT COMPENSATION. Every person who has  
9 been or who hereafter may be duly appointed to an office or position of employment  
10 indicated herein (“employee”) and who is qualified to hold and does hold such office or  
11 position from and after the date or dates that the compensation prescribed herein shall  
12 become effective or from the date of employment, whichever occurs later, shall receive as  
13 full compensation for his/her services a biweekly salary based on one of the pay rates  
14 herein, in each Salary Schedule (“Salary Schedule”) established in the City Salary  
15 Resolution in effect or as amended for his/her office or position, together with such  
16 additional compensation, if any, as provided herein, by the City Salary Resolution, or by  
17 the City Personnel Ordinance. The method and manner of determination of the pay rate  
18 for each office or position of employment shall be fixed as stated in this Resolution, which  
19 may also include, by reference, part of the City Salary Resolution and City Personnel  
20 Ordinance.

21 Section 4. PAY RATES. The biweekly salary of any employee of the  
22 Utilities Department who is appointed to any office or position of employment created and  
23 established in this Resolution shall be at a Pay Rate Step of the Salary Range Number for  
24 such office or position in accordance with the City's step placement policy or as determined  
25 by the General Manager of the Utilities Department (“General Manager”). In those cases  
26 where offices or positions are designated by grade numbers, the biweekly salaries of such  
27 employees shall be computed based on one of the pay rates designated for the grade  
28 thereof. The General Manager may designate the initial Pay Rate Step or increment of any

1 employee within the Salary Range for the employee's office or position. However, the  
2 Board may, by resolution, specifically designate that the pay rate of any employee is fixed  
3 at some other pay rate included within the Salary Schedule without limitation as to grade  
4 or numerical designation.

5 After the initial Pay Rate Step, an employee's pay rate progression in the  
6 office or position shall be adjusted in accordance with step advancement procedures in the  
7 applicable MOU.

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

12 Section 5. PROMOTIONS. If an employee is promoted from one position  
13 to another for which a higher pay rate is established, or is advanced from one grade to  
14 another in the same position for which a higher pay rate is established, or is transferred  
15 from one department to another without change of position or grade, then the General  
16 Manager shall designate the pay rate of such employee to be at one of the pay rates for  
17 such position or grade which will be not less than the pay rate received by such employee  
18 immediately prior to such promotion, advancement, transfer, or Salary Schedule change.  
19 Likewise, if an employee is transferred as prescribed by the Civil Service Rules and  
20 Regulations for the City of Long Beach ("Civil Service Rules") for other than disciplinary  
21 reasons from one position to another position for which a lower pay rate is established,  
22 then the General Manager shall designate the pay rate of such employee to be at one of  
23 the pay rates prescribed for such position to which the employee is transferred. For the  
24 purpose of computing the "period of employment" under the provisions of this Section, an  
25 employee of the Utilities Department who has been reinstated to his/her former position  
26 pursuant to the provisions of Section 52 of the Civil Service Rules shall be considered as  
27 having been in the continuous service of the Utilities Department during the period said  
28 employee shall have served in the Armed Forces.

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Section 6. PAY FOR EXECUTIVES/PROFESSIONALS.

A. Executive Salary Ranges. The provisions of this Resolution relating to assignment of employees to Pay Rate Steps and to pay step advancement shall not apply to employees in offices or positions which have been assigned to an Executive Salary Range Number, as indicated herein.

The level of compensation of employees in such offices or positions shall be determined on a merit basis and said employees shall be initially placed by the General Manager at a level of compensation within the limits of the salary rates shown above. Under no circumstances will an employee's salary exceed the maximum salary for an employee's assigned classification range, unless approved by the City Council or the salary increase is due to a general wage increase.

B. Merit Increases / Decreases. After the employee has been initially placed at a level of compensation within the Executive Salary Range, the General Manager shall have the sole and exclusive discretion to increase or decrease the employee's level of compensation within the Executive Salary Range Number for the employee's office or position which the General Manager shall determine to be the proper level of compensation as merited by the performance and demonstrated ability of said employee through an evaluation process provided, however, that the total of all percentage increases or decreases, including both merit and salary adjustments in compensation for any such employee shall not exceed seven percent (7%) during any fiscal year without approval of the Board and City Council. These percentage increases or decreases in compensation are to be implemented on a prospective basis, the effective date will be the first day of the first full pay period following approval from the Board and/or City Council, as applicable.

C. GENERAL MANAGER

The level of compensation for the General Manager shall be set and adjusted by the Board in accordance with the established salary range approved by the City Council.

C.1. MERIT INCREASES

1 Merit increases of the General Manager must be approved by the Board as merited by  
2 performance and in accordance with the established salary range approved by the City  
3 Council. Merit increases approved by the Board above the established range and/or merit  
4 increases above the established fiscal year maximum must be approved by the City  
5 Council.

6 C.2. GENERAL INCREASES

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

11 C.3. FRINGE BENEFITS

12 The General Manager is eligible for fringe benefits, including transportation allowance and  
13 deferred compensation, as set forth by the Unrepresented Management (Non-Sworn)  
14 Employee Terms, approved by City Council.

15 D. Executive Performance Incentive Compensation. In addition to and  
16 apart from any merit increase provided in subsection "B" above, each employee assigned  
17 to an Executive Salary Range Number shall be eligible to participate in and receive  
18 Individual Performance Incentive Compensation, the purpose of which is to compensate  
19 management employees for distinguished and outstanding performance for the periods for  
20 which Individual Performance Incentive Compensation is paid and in further anticipation of  
21 continued distinguished and outstanding performance in subsequent periods.

22 At or near the commencement of the applicable fiscal year, an eligible  
23 employee and the General Manager shall develop and establish a written and approved  
24 performance plan for the employee which sets forth objectives or targeted results for the  
25 ensuing fiscal year or remaining portion thereof. Outstanding performance in the attainment  
26 of these objectives or distinguished performance in a specific project or program shall  
27 qualify the employee for Individual Performance Incentive Compensation. Such incentive  
28 compensation may be paid to any eligible employee in an amount not to exceed \$3,500.00

1 per fiscal year based upon the evaluation and determination by the General Manager of  
2 the employee's performance under the previously approved performance plan.

3           Section 7.   EXECUTIVE LEAVE.   Employees with the Salary Range  
4 Number E00 are eligible to be granted executive leave by the General Manager, in  
5 accordance with and pursuant to the provisions of Section 4.10 of the City Personnel  
6 Ordinance. In addition to the five days granted to eligible employees in Section 4.10 of the  
7 City Personnel Ordinance, the General Manager may grant up to five additional days of  
8 executive leave per calendar year for employees with the Salary Range Number E00 if an  
9 employee is promoted from one position to another for which a higher pay rate is  
10 established, or is advanced from one grade to another in the same position for which a  
11 higher pay rate is established, or is transferred from one department to another without  
12 change of position or grade, then the General Manager shall designate the pay rate of such  
13 employee to be at one of the pay rates for such position or grade which will be not less  
14 than the pay rate received by such employee immediately prior to such promotion,  
15 advancement, transfer, or Salary Schedule change. Likewise, if an employee is transferred  
16 as prescribed by the Civil Service Rules and Regulations for the City of Long Beach (“Civil  
17 Service Rules”) for other than disciplinary reasons from one position to another position for  
18 which a lower pay rate is established, then the General Manager shall designate the pay  
19 rate of such employee to be at one of the pay rates prescribed for such position to which  
20 the employee is transferred. For the purpose of computing the “period of employment”  
21 under the provisions of this Section, an employee of the Utilities Department who has been  
22 reinstated to his/her former position pursuant to the provisions of Section 52 of the Civil  
23 Service Rules shall be considered as having been in the continuous service of the Utilities  
24 Department during the period said employee shall have served in the Armed Forces.

25           Section 8.   COMPENSATION COMPUTATIONS. All salaries and wages  
26 in this Resolution shall be computed and payable in biweekly installments, and such  
27 installments shall be paid every other Friday in accordance with and in continuation of the  
28 schedule of biweekly pay periods and paydays established and commenced by the City

1 Council of the City of Long Beach (“City Council”).

2           A.     Hourly. The compensation for all Utilities Department employees shall  
3 be as prescribed and expressed herein on a per-hour rate basis. The amount of the  
4 biweekly installment shall be computed by multiplying the employee's pay rate per hour by  
5 the number of hours or fraction of hours for which pay is actually due. The hourly pay rate  
6 shall include any additional compensation applicable.

7           B.     Unpermitted Absences. When an employee is absent for any reason  
8 other than one of the permitted absences authorized by Section 1.06 of the City Personnel  
9 Ordinance, the employee is not entitled to receive the full amount of his/her installment of  
10 pay for the biweekly pay period during which said absence occurred. The amount of pay  
11 that the employee shall receive for such pay period shall be computed by multiplying the  
12 employee's applicable hourly pay rate by the number of hours or fraction of hours for which  
13 pay is actually due.

14           Section 9.   POSITION DUTIES. Every employee of the Utilities  
15 Department shall perform such duties as are indicated by the title of his/her office or  
16 position and as are usually incident to such office or position and those that are assigned  
17 by his/her immediate supervisor, and such duties shall be performed in aid of the proper  
18 and efficient administration of the Utilities Department.

19           Section 10. POSITION COMPENSATION DESIGNATION. The  
20 designation of certain positions in the schedule of positions contained herein and the  
21 designation of grades within a specified classification are made for the purpose of  
22 classifying such position according to the degree of responsibility and character of the  
23 duties required by such positions solely and only to the end that salary schedules for such  
24 positions will reflect the differences in the responsibilities and duties attached to positions  
25 of the same classification. The characterization of positions by said terms is hereby  
26 declared to have no other purpose or effect and shall not in any manner change or alter  
27 the classification of employees holding such positions.

28           Section 11. TEMPORARY ASSIGNMENTS.

1           A.     Training and Development. An employee temporarily assigned to  
2 perform duties not ordinarily attached to his/her position for the purpose of training and  
3 development pursuant to Section 63(3) of the Civil Service Rules shall be compensated at  
4 the pay rate fixed by the City Salary Resolution and the Salary Schedule for the position  
5 involving the duties to which temporary assignment has been made and at the step most  
6 closely approximating the pay rate of the employee immediately prior to the temporary  
7 assignment provided that in no event shall the pay rate for the temporary assignment  
8 exceed the employee's pay rate immediately prior to the temporary assignment.

9           B.     Rehabilitation or Recovery from a Medical Condition. An employee  
10 temporarily assigned to perform duties not ordinarily attached to his/her position for the  
11 purpose of rehabilitation or recovery from a medical condition that has been certified by  
12 the City Health Officer, pursuant to Section 63(5) of the Civil Service Rules, shall be  
13 compensated at the pay rate fixed by the City Salary Resolution and the Salary Schedule  
14 for the position involving the duties to which temporary assignment has been made and at  
15 the step most closely approximating the pay rate of the employee immediately prior to the  
16 temporary assignment provided that in no event shall the pay rate for the temporary  
17 assignment exceed the employee's pay rate immediately prior to the temporary  
18 assignment.

19           C.     Y-Rate. An employee temporarily assigned to perform duties not  
20 ordinarily attached to his/her position pursuant to Sections 63 (3) or 63 (5) of the Civil  
21 Service Rules, which temporary assignment results in a lower hourly pay rate, may be Y-  
22 rated (pay rate frozen) until such time as the top step of the employee's new position is  
23 equal to or surpasses the employee's Y-rate. The Y-rate shall apply to employees in the  
24 positions designated by the General Manager and will continue to be Y-rated until such  
25 time as the top step of the employee's new position is equal to or surpasses the employee's  
26 Y-rate.

27           Section 12. ORGANIZATIONAL ORDINANCE.

28           A.     Bureaus and Divisions. There are hereby created and established in

- 1 the Utilities Department the following bureaus and divisions:
- 2 1. Commission Bureau with no divisions;
  - 3 2. Executive Bureau with the following divisions: General  
4 Manager; Assistant General Manager(s); and Executive Support;
  - 5 3. Financial Bureau with the following divisions: Administration,  
6 Budget and Rates, and Accounting;
  - 7 4. Water Resources with the following divisions: Administration;  
8 Conservation; and Planning;
  - 9 5. Gas Business Services with the following divisions:  
10 Administration; Gas Procurement;
  - 11 6. Gas Engineering with the following divisions: Administration;  
12 Gas Pipeline Engineering; Gas Inspection; and Regulatory Compliance;
  - 13 7. Water Engineering with the following divisions: Administration;  
14 Project Planning and Delivery; Water Pipeline Infrastructure; Water and Sewer  
15 Infrastructure; Water Construction Services; Development Services; and Water  
16 Inspection;
  - 17 8. Management Information Systems with the following divisions:  
18 Administration; Geographic Information Systems; Help Desk; and Technology Assets and  
19 Infrastructure;
  - 20 9. Groundwater Treatment with the following divisions:  
21 Administration; Water Quality; and Water Treatment;
  - 22 10. Support Services with the following divisions: Administration;  
23 Procurement; Facilities Maintenance; and Security and Emergency Preparedness;
  - 24 11. Water Construction with the following divisions: Administration;  
25 and Water Pipeline Construction;
  - 26 12. Gas Construction with the following divisions: Administration;  
27 and Gas Pipeline Construction;
  - 28 13. Utilities Field Customer Service with the following divisions:

1 Administration; Gas Services; Water Services; and Sewer Operations;

2           14. Administration Services Bureau with the following divisions:  
3 Administration; Personnel Services; and Personnel Policies and Procedures;

4           15. Occupational Safety Bureau with the following divisions:  
5 Administration; and Safety;

6           16. Government and Public Affairs with the following divisions:  
7 Administration; Public Affairs; and Government Affairs; and

8           17. Utilities Customer Service with the following divisions:  
9 Administration; Call Center; and Utility Billing Services.

10           B. Organizational Structure. Each of the bureaus shall be respectively  
11 under the immediate supervision and control of the head of that bureau.

12           C. General Manager Appointments. The General Manager may appoint  
13 positions including, but not limited to, Assistant General Manager, Special Projects Officer,  
14 Executive Assistant to the Board of Utilities Commissioners, and Executive Assistant to the  
15 General Manager.

16           Section 13. CONTINUITY OF LEADERSHIP. In accordance with City  
17 Charter Section 1403(3), the Board's plan of succession is modified whereby the Assistant  
18 General Manager(s) shall perform the duties of the General Manager in the temporary  
19 absence of the General Manager, and whereby the Board will appoint an Acting General  
20 Manager in the temporary absence of the General Manager, and the Assistant General  
21 Manager. In the case of such absence and during the time that the employee is performing  
22 the duties of Acting General Manager, the employee shall not be entitled to receive the  
23 compensation of the General Manager.

24           However, if there is a permanent vacancy in the position of Assistant General  
25 Manager(s), bureau head, or division head due to any reason such as retirement,  
26 resignation, or termination, then the General Manager may assign an employee to perform  
27 as Acting Assistant General Manager, acting bureau head, or acting division head. During  
28 the time that the employee has been so assigned by the General Manager, then the

1 employee shall be entitled to receive the compensation established in this Resolution, the  
2 City Salary Resolution, or the applicable Memorandum of Understanding for the office or  
3 position to which that employee is assigned. If there is a permanent vacancy in the position  
4 of General Manager, then the Board may assign an employee to perform as Acting General  
5 Manager and that employee shall be entitled to receive the compensation established in  
6 this Resolution for the position of General Manager.

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

23           The skill pays described in Attachment “B”, as determined by the General  
24 Manager or Assistant General Manager shall be effective on the date on which this  
25 Resolution is approved by the City Council, unless otherwise duly noted within the  
26 Resolution or superseded by MOU provisions.

27           Employees receiving a skill pay as a result of holding a certification beyond  
28 the requirements of the position must ensure currency of that certification. Lapse in

1 possessing such certification while receiving skill pay compensation may result in refunding  
2 the City/Utilities and potential disciplinary action.

3 Section 15. OTHER COMPENSATION.

4 A. Overtime.

5 The method of computation of the amount of additional compensation to be  
6 paid to an employee for overtime worked shall be in accordance with and pursuant to the  
7 applicable definitions, conditions, and requirements of the City's Personnel Ordinance and  
8 in accordance with and pursuant to the Fair Labor Standards Act ("FLSA"), except that the  
9 additional compensation for overtime exempt from FLSA shall not include uncontrolled  
10 standby amounts in the computation.

11 Any employee in the classification of Water Utility Mechanic II or III who  
12 possesses the necessary certifications and shall be required to and shall work overtime  
13 (as such term is defined in the City Personnel Ordinance) or on a regular day off, or on a  
14 legal holiday, for which time such employee would be entitled to but does not receive time  
15 off in performing the duties of Water Utility Supervisor – I, shall be entitled to and shall  
16 receive the same compensation as said Water Utility Supervisor – I, would have received  
17 when so working overtime. The method of computation of the amount of additional  
18 compensation to be paid to an employee shall be the difference between a Water Utility  
19 Supervisor I at step 7 and that of said employee at his or her base rate multiplied by the  
20 overtime hours worked.

21 Non-management represented employees may be eligible for Banked or  
22 Compensatory Time Off (CTO) described in their respective Memoranda of Understanding  
23 ("MOU").

24 Section 16. TRANSPORTATION. Employees requiring transportation in  
25 connection with the performance of their duties for the Utilities Department may be  
26 assigned a vehicle owned by the Utilities Department or an employee may receive, by way  
27 of reimbursement, the cost of transportation incurred in the performance of his/her duties.  
28 Reimbursement, at the discretion of the General Manager, may be paid to such employees

1 on the basis of any of the following computations:

- 2 A. Actual cost of transportation per month for public transportation; or
- 3 B. For use of a privately-owned vehicle used for Utilities Department
- 4 business:

5 1. Any Utilities Department employee whose official duties require  
6 intermittent or routine transportation and who does not have access to a Utilities  
7 Department vehicle, will be authorized to use his or her personal vehicle for the  
8 performance of official duties and shall be reimbursed by the Utilities Department at the  
9 rate established in the City Salary Resolution. Employees represented by the Association  
10 of Long Beach Employees (IBEW), with approval from the General Manager or designee,  
11 may be authorized to be reimbursed for public bus or taxi transportation. Employees subject  
12 to emergency calls but who do not have access to a Utilities Department vehicle during “off-  
13 duty” hours, may be authorized to be reimbursed as specified above for the use of their  
14 own vehicles or for the actual cost of public transportation. Mileage reimbursements shall  
15 be administered in accordance with City Administrative Regulation 4-2 Employee  
16 Transportation Authorization and Control.

17 2. Any Utilities Department employee who drives 300 or more  
18 miles in any calendar month in the performance of his or her duties shall be reimbursed at  
19 the rate established in the City Salary Resolution plus an additional \$0.10 per mile. If an  
20 employee’s annual monthly mileage average in a calendar year is equal to or over 300  
21 miles per month, reimbursement of the additional \$0.10 per mile shall be paid at the end of  
22 the calendar year for those months that were paid at the lower rate. Employees will not  
23 receive additional compensation for those miles already paid at the higher rate.

24 In each instance that an employee uses a privately-owned vehicle, the  
25 employee shall procure and maintain in full force and effect bodily injury and property  
26 damage insurance from a company or companies authorized to do business in the State  
27 of California with minimum coverages as prescribed by the General Manager at all times  
28 while said privately-owned vehicle is used for Utilities Department business.

1           Section 17. PAY DEDUCTION AUTHORIZATION. Pursuant to this  
2 Resolution and the rules, regulations and policies promulgated by the Board, employees  
3 may authorize deductions to be made from their salaries or wages for purposes authorized  
4 by the provisions of Article 6 of Chapter 1 of Division 4 of Title 1, and Articles 1, 1.5 and 2  
5 of Chapter 2 of Part 1 of Division 2 of Title 5 of the California Government Code, except  
6 that such deductions for payment of dues or other services provided by an employee  
7 organization or association shall be only as provided by a valid existing contract between  
8 the City and said employee organization or association.

9           Section 18. RELOCATION COMPENSATION. Notwithstanding any other  
10 provision of this Resolution, the General Manager may, within their sole discretion, provide  
11 as part of an employee's annual compensation additional compensation for relocation and  
12 moving expenses actually and necessarily incurred to accept a position with the Utilities  
13 Department if the General Manager determines that such additional compensation is  
14 required as a necessary inducement for the acceptance of employment with the Utilities  
15 Department. Said additional compensation must be provided within one year after the  
16 employee's appointment date.

17           Section 19. MEMORANDA OF UNDERSTANDING CONFLICTS. Except  
18 as otherwise provided in this Resolution and any other applicable federal or State laws,  
19 rules and regulations, it is the intent of the Board, by the adoption of this Resolution, to  
20 prescribe the compensation of employees of the Utilities Department, including the  
21 implementation of such adjustments in compensation for the employees in each office or  
22 position of employment with the Utilities Department as provided in any applicable  
23 Memorandum of Understanding which has heretofore been approved and adopted by the  
24 City Council, and in the event of any inconsistency or conflict between the provisions of  
25 this Resolution and the applicable Memorandum of Understanding regarding such  
26 adjustments in compensation due to any inadvertence, oversight, or clerical error, it is  
27 intended that the provisions in such Memorandum of Understanding shall control and shall  
28 supersede the provisions of this Resolution, and such adjustments to the compensation

1 shall be deemed to have been correctly included herein, effective as of the applicable  
2 effective date, and such matters shall be subsequently corrected by appropriate action.

3 Section 20. STAND BY DUTIES.

4 A. Standby Compensation. Each employee who qualifies under  
5 subsection “B” below shall be compensated at the rate established in their respective  
6 Memorandum of Understanding (MOU) for each full hour of standby duty.

7 B. Standby Responsibilities. Employees who are released from active  
8 duty but who are required by the Utilities Department to leave notice where they can be  
9 reached and be available to return to active duty when required by the Utilities Department  
10 shall be said to be on standby duty. Standby duty shall, whenever possible, be assigned to  
11 employees on a voluntary basis. When voluntary assumption of standby duty by employees  
12 is insufficient to meet the needs of the Utilities Department, then such duty will be assigned  
13 upon a rotational basis whenever possible within affected work units. Standby duty requires  
14 that assigned employees must be reachable by telephone or other communicating device  
15 and refrain from activities which might impair their ability to perform assigned duties. If a  
16 standby call is missed, the employee has fifteen minutes to make contact with the  
17 supervisor. Employees shall then respond within thirty minutes (30 minutes) to their  
18 designated work location as assigned by a Utilities Department supervisor. Employees not  
19 obliged to remain on standby duty have no obligation to meet these requirements.  
20 Employees accepting standby duty who are not able to meet the above criteria due to  
21 distance must make prior arrangements with the General Manager or his/her designee  
22 before accepting the standby duty.

23 Section 21. CALL BACK. Call-back duty occurs when off-duty personnel  
24 are unexpectedly ordered to return to duty because of unanticipated work needs.  
25 Represented employees who return to work on “Call-Back” duty shall be paid at a rate  
26 specified by their respective Memoranda of Understanding (“MOU”).

27 Section 22. EFFECTIVE TERM OF COMPENSATION. The compensation  
28 prescribed herein shall remain in effect until superseded by the City Council to reflect

1 adjustments in compensation in applicable memoranda of understanding and as otherwise  
2 prescribed by the City Council for employees not covered by memoranda of understanding,  
3 or until this Resolution is amended or rescinded.

4 Section 23. RECOGNITION. In addition to other compensation described  
5 herein, there shall be presented to each employee upon completion of ten years' service,  
6 fifteen years' service, twenty years' service, twenty-five years' service, thirty years' service,  
7 thirty-five years' service, forty years' service, and upon retirement a suitable service award.  
8 The Board shall also sponsor an annual luncheon honoring those employees who have  
9 completed twenty years' service and who have received state, national and other awards.

10 Section 24. OCCUPATIONAL SAFETY INCENTIVES. Employees may  
11 also receive additional compensation in the form of a safety award, including a safety  
12 breakfast, lunch and dinner, as determined by the General Manager, for successful  
13 participation in the Utilities Department's safety program.

14 Section 25. MEAL REIMBURSEMENT. Employees who are authorized and  
15 work unscheduled hours as a result of call back or extended shift assignment and  
16 subsequently were unable to make meal preparations, may be eligible for reimbursement  
17 for the cost of their meals at a level prescribed by the Long Beach Utilities Department  
18 Personnel Policies and Procedures. All conditions must be met by employees as stated in  
19 the above referenced policy prior to receipt of reimbursement.

20 Section 26. EDUCATION REIMBURSEMENT. To encourage employees to  
21 increase professional competence and to keep abreast of technological changes, the  
22 Utilities Department will reimburse a portion of the costs that an employee incurs when  
23 pursuing a job-related, off-duty education or career development program that is of mutual  
24 benefit to the Utilities Department and the employee pursuant to the Long Beach Utilities  
25 Department Personnel Policies and Procedures Manual.

26 Section 27. PROFESSIONAL AND TECHNICAL LICENSES. Employees  
27 seeking to obtain or renew professional and technical licenses and certificates in  
28 accordance with the Long Beach Utilities Department Personnel Policies and Procedures

1 may be eligible for reimbursement for the accrued costs in obtaining said professional and  
2 technical licenses and certificates.

3 Section 28. BOARD RECOGNITION. The Board may sponsor an annual  
4 Board/Staff Dinner for selected employees to review achievements of the previous year  
5 and capital projects planned for the next five years.

6 The Board may sponsor other benefits, luncheons, dinners, and the like for  
7 special awards, strategic planning sessions, outstanding achievements, Metropolitan  
8 Water District of Southern California directors and managers, water and sewer related  
9 professional organizations, and the like.

10 Section 29. CONCURRENCE WITH CITY COUNCIL APPROVED  
11 COMPENSATION. If the City Council, in its resolution approving the compensation fixed  
12 herein, or in the City Salary Resolution, approves compensation (including skill pay) for  
13 offices or positions listed herein at a compensation or skill pay different than that indicated  
14 opposite the positions listed herein or approves classifications for offices or positions not  
15 listed herein or approves compensation arising from various Memoranda of Understanding  
16 with the City's bargaining units, then the Board does hereby fix the compensation for said  
17 office or position at the compensation (including skill pay) so fixed by the City Council by  
18 resolution and the Board does hereby adopt the classification for offices and positions fixed  
19 by the City Council by resolution.

20 Section 30. CERTIFICATION OF ADOPTION. The Secretary of the Board  
21 of Utilities Commissioners shall certify to the passage of this Resolution, and it shall be  
22 deemed operative on the date on which this Resolution is approved by the City Council,  
23 unless otherwise duly noted within this Resolution or superseded by MOU provisions.

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**ATTACHMENT A  
OFFICES, POSITIONS AND COMPENSATION ASSIGNED PAY RATE**

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| <b>TITLE</b>  | <b>SALARY RANGE</b> |
|---|---------------------|
| Administrative Officer – Utilities  | E60                 |
| Administrative Projects Coordinator   | 577                 |
| Assistant General Manager - Utilities   | E47                 |
| Assistant General Manager - Operations  | E47                 |
| Corrosion Control Supervisor  | 584                 |
| Deputy General Manager  | E48                 |
| Deputy General Manager - Business   | E48                 |
| Deputy General Manager - Operations   | E48                 |
| Director of Engineering   | E50                 |
| Director of Finance   | E35                 |
| Director of Gas Construction  | E35                 |
| Director of Gas Pipeline, Engineering and Compliance                            | E50                 |
| Director of Gas Services  | E35                 |
| Director of Government and Public Affairs                                       | E35                 |
| Director of Management Information Systems                                      | E35                 |
| Director of Planning and Water Conservation                                     | E50                 |
| Director of Utilities Resources   | E50                 |
| Electrical and Instrumentation Supervisor                                       | 740                 |
| Electrical and Instrumentation Technician I                                     | 591                 |
| Electrical and Instrumentation Technician II                                    | 626                 |
| Energy Services Officer   | E15                 |
| Executive Assistant to the Board of Utilities Commissioners                     | E08                 |
| Executive Assistant to the Board of Utilities Commissioners and General Manager | E08                 |
| Executive Secretary - Utilities   | E08                 |

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

**ATTACHMENT A  
OFFICES, POSITIONS AND COMPENSATION ASSIGNED PAY RATE**

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

|    |                                      |     |
|----|--------------------------------------|-----|
| 1  | Garage Supervisor I                  | 551 |
| 2  | Garage Supervisor II                 | 621 |
| 3  | Gas Construction Worker I            | 413 |
| 4  | Gas Construction Worker II           | 433 |
| 5  | Gas Construction Worker III          | 505 |
| 6  | Gas Distribution Supervisor I        | 565 |
| 7  | Gas Distribution Supervisor II       | 631 |
| 8  | Gas Field Service Representative I   | 394 |
| 9  | Gas Field Service Representative II  | 436 |
| 10 | Gas Field Service Representative III | 482 |
| 11 | Gas Field Technician I               | 525 |
| 12 | Gas Field Technician II              | 552 |
| 13 | Gas Field Technician III             | 571 |
| 14 | Gas Maintenance Supervisor I         | 564 |
| 15 | Gas Maintenance Supervisor II        | 630 |
| 16 | Gas Pipeline Compliance Officer      | E60 |
| 17 | Gas Pipeline Welder/Layout Fitter    | 561 |
| 18 | General Manager - Utilities          | E39 |
| 19 | Laboratory Analyst I                 | 492 |
| 20 | Laboratory Analyst II                | 532 |
| 21 | Laboratory Analyst III               | 593 |
| 22 | Manager, Budget and Rates            | E15 |
| 23 | Manager, Engineering                 | E50 |
| 24 | Manager, Gas Engineering             | E50 |
| 25 | Manager, Gas Pipeline Construction   | E15 |
| 26 | Manager, Gas Services                | E15 |
| 27 |                                      |     |
| 28 |                                      |     |

**ATTACHMENT A  
OFFICES, POSITIONS AND COMPENSATION ASSIGNED PAY RATE**

OFFICE OF THE CITY ATTORNEY  
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|    |  |     |
|----|--|-----|
| 1  | Manager, Laboratory Services                         | E15 |
| 2  | Manager, Occupational Safety                         | E15 |
| 3  | Manager, Personnel Operations – Utilities            | E15 |
| 4  | Manager, Security & Emergency Preparedness           | E15 |
| 5  | Manager, Sewer Operations                            | E35 |
| 6  | Manager, Support Services                            | E15 |
| 7  | Manager, Utilities Resources                         | E15 |
| 8  | Manager, Water Construction                          | E35 |
| 9  | Manager, Water Quality                               | E35 |
| 10 | Manager, Water Services                              | E15 |
| 11 | Manager, Water Treatment                             | E15 |
| 12 | Meter Repair Mechanic I                              | 420 |
| 13 | Office Administrator                                 | 520 |
| 14 | Public Affairs Officer - Utilities                   | E60 |
| 15 | Research Assistant - Utilities                       | B00 |
| 16 | Safety Specialist III                                | 651 |
| 17 | Senior Director of Administration                    | E50 |
| 18 | Senior Director of Business Services                 | E50 |
| 19 | Senior Director of Field Customer Service Operations | E50 |
| 20 | Senior Director of Finance                           | E50 |
| 21 | Senior Director of Water Quality and Process         | E50 |
| 22 | Senior Program Manager - Utilities                   | 725 |
| 23 | Special Projects Officer - Utilities                 | E60 |
| 24 | Strategic Policy Officer                             | E60 |
| 25 | Superintendent, Training                             | E60 |
| 26 | Telemetry Instrument Technician I                    | 492 |

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**ATTACHMENT A  
OFFICES, POSITIONS AND COMPENSATION ASSIGNED PAY RATE**

OFFICE OF THE CITY ATTORNEY  
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Long Beach, CA 90802-4664

|    |  |     |
|----|--|-----|
| 1  | Telemetry Instrument Technician II     | 555 |
| 2  | Utility Billing Officer                | E60 |
| 3  | Utility Call Center Officer            | E60 |
| 4  | Utility Plumber Mechanic I             | 420 |
| 5  | Water Communications Center Supervisor | 584 |
| 6  | Water Communications Dispatcher I      | 463 |
| 7  | Water Communications Dispatcher II     | 493 |
| 8  | Water Conservation Specialist          | 664 |
| 9  | Water Emer Svc Investigator I          | 420 |
| 10 | Water Quality Organic Chemist          | 684 |
| 11 | Water Support Services Supervisor      | 598 |
| 12 | Water Treatment Operator I             | 453 |
| 13 | Water Treatment Operator II            | 541 |
| 14 | Water Treatment Operator III           | 590 |
| 15 | Water Treatment Operator IV            | 632 |
| 16 | Water Treatment Supervisor I           | 701 |
| 17 | Water Treatment Supervisor II          | 741 |
| 18 | Water Utility Mechanic I               | 411 |
| 19 | Water Utility Mechanic II              | 431 |
| 20 | Water Utility Mechanic III             | 491 |
| 21 | Water Utility Supervisor I             | 641 |
| 22 | Water Utility Supervisor II            | 660 |
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**ATTACHMENT A  
OFFICES, POSITIONS AND COMPENSATION ASSIGNED PAY RATE**

1 Non-career Positions

| 2 <b>TITLE</b>                            | 3 <b>SALARY RANGE</b> |
|---|-----------------------|
| 4 N/C Assistant Buyer                     | M34                   |
| 5 N/C Customer Service Representative III | M28                   |
| 6 N/C Garage Service Attendant I          | M17                   |
| 7 N/C Laboratory Analyst I                | M46                   |
| 8 N/C Laboratory Analyst II               | M52                   |
| 9 N/C Laboratory Analyst III              | 593                   |
| 10 N/C Water Utility Mechanic I           | M31                   |
| 11 N/C Water Utility Worker I             | M28                   |

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**ATTACHMENT B  
LONG BEACH UTILITIES DEPARTMENT SKILL PAYS**

*\*This information will be updated upon completion of labor negotiations with represented employee labor organizations*

**Possession of a Grade II Water Distribution Operator Certificate**  
(Issued by the State of California)

|  |           |
|--|-----------|
| Water Utility Mechanic I-II; Water Treatment Operator I; Senior Equipment Operator; Water Utility Worker - NC  | \$2.20/hr |
| Construction Inspector I-II; Principal Construction Inspector; Customer Service Representative I-III; Water Communications Center Supervisor; Water Communications Dispatcher I-II | \$0.20/hr |

**Possession of a Grade III Water Distribution Operator Certificate**  
(Issued by the State of California)

|  |           |
|--|-----------|
| Water Utility Mechanic I-II; Water Treatment Operator I; Senior Equipment Operator; Water Utility Worker - NC  | \$2.48/hr |
| Water Utility Mechanic III; Water Treatment Operator II  | \$0.28/hr |
| Water Utility Supervisor I-II  | \$0.28/hr |
| Construction Inspector I-II; Principal Construction Inspector; Customer Service Representative I-III; Water Communications Center Supervisor; Water Communications Dispatcher I-II | \$0.35/hr |

**Possession of a Grade IV Water Distribution Operator Certificate**  
(Issued by the State of California)

|  |           |
|--|-----------|
| Water Utility Mechanic I-II; Water Treatment Operator I; Senior Equipment Operator; Water Utility Worker - NC  | \$2.75/hr |
| Water Utility Mechanic III; Water Treatment Operator II  | \$0.55/hr |
| Water Utility Supervisor I-II  | \$0.50/hr |
| Water Treatment Operator III-IV  | \$0.28/hr |
| Water Treatment Supervisor I-II  | \$0.25/hr |
| Construction Inspector I-II; Principal Construction Inspector; Customer Service Representative I-III; Water Communications Center Supervisor; Water Communications Dispatcher I-II | \$0.45/hr |

**ATTACHMENT B  
LONG BEACH UTILITIES DEPARTMENT SKILL PAYS**

*\*This information will be updated upon completion of labor negotiations with represented employee labor organizations*

**Possession of a Grade V Water Distribution Operator Certificate**  
(Issued by the State of California)

|  |           |
|--|-----------|
| Water Utility Mechanic I-II; Water Treatment Operator I; Senior Equipment Operator; Water Utility Worker - NC  | \$3.03/hr |
| Water Utility Mechanic III; Water Treatment Operator II  | \$0.83/hr |
| Water Utility Supervisor I-II  | \$0.75/hr |
| Water Treatment Operator III-IV  | \$0.55/hr |
| Water Treatment Supervisor I-II  | \$0.50/hr |
| Construction Inspector I-II; Principal Construction Inspector; Customer Service Representative I-III; Water Communications Center Supervisor; Water Communications Dispatcher I-II | \$0.60/hr |

**Possession of a Grade I Water Treatment Certificate**  
(Issued by the State of California)

|   |           |
|---|-----------|
| Water Utility Mechanic I-III; Senior Equipment Mechanic; Electrician; Water Utility Worker - NC | \$0.22/hr |
| Water Utility Supervisor I-II; Laboratory Analyst I-III; Laboratory Assistant I-III             | \$0.20/hr |

**Possession of a Grade II Water Treatment Certificate**  
(Issued by the State of California)

|   |           |
|---|-----------|
| Water Utility Mechanic I-III; Senior Equipment Mechanic; Water Treatment Operator I; Electrician; Water Utility Worker - NC | \$0.39/hr |
| Water Utility Supervisor I-II; Laboratory Analyst I-III; Laboratory Assistant I-III   | \$0.35/hr |

**Possession of a Grade III Water Treatment Certificate**  
(Issued by the State of California)

|  |           |
|--|-----------|
| Water Treatment Operator I-II; Water Utility Worker - NC | \$0.50/hr |
|--|-----------|

**ATTACHMENT B  
LONG BEACH UTILITIES DEPARTMENT SKILL PAYS**

*\*This information will be updated upon completion of labor negotiations with represented employee labor organizations*

**Possession of a Grade IV Water Treatment Certificate**  
(Issued by the State of California)

|   |           |
|---|-----------|
| Water Treatment Operator I-III; Water Utility Worker - NC | \$0.66/hr |
|---|-----------|

**Possession of a Grade V Water Treatment Certificate**  
(Issued by the State of California)

|                                 |           |
|---------------------------------|-----------|
| Water Treatment Operator I-IV   | \$0.83/hr |
| Water Treatment Supervisor I-II | \$0.75/hr |

**Possession of a Grade I California Water Environment Association Collection System Management (CWEACSM) Certificate**

|  |           |
|--|-----------|
| Water Utility Mechanic I-III; Senior Equipment Operator; Water Treatment Operator I-IV; Water Utility Worker - NC  | \$0.22/hr |
| Construction Inspector I-II; Principal Construction Inspector; Customer Service Representative I-III; Water Utility Supervisor I-II; Water Treatment Supervisor I-II | \$0.20/hr |

**Possession of a Grade II California Water Environment Association Collection System Management (CWEACSM) Certificate**

|  |           |
|--|-----------|
| Water Utility Mechanic I-III; Senior Equipment Operator; Water Treatment Operator I-IV; Water Utility Worker - NC  | \$0.39/hr |
| Construction Inspector I-II; Principal Construction Inspector; Customer Service Representative I-III; Water Utility Supervisor I-II; Water Treatment Supervisor I-II | \$0.35/hr |

**Possession of a Grade III California Water Environment Association Collection System Management (CWEACSM) Certificate**

|  |           |
|--|-----------|
| Water Utility Mechanic I-III; Senior Equipment Operator; Water Treatment Operator I-IV; Water Utility Worker - NC  | \$0.50/hr |
| Construction Inspector I-II; Principal Construction Inspector; Customer Service Representative I-III; Water Utility Supervisor I-II; Water Treatment Supervisor I-II | \$0.45/hr |

**ATTACHMENT B  
LONG BEACH UTILITIES DEPARTMENT SKILL PAYS**

*\*This information will be updated upon completion of labor negotiations with represented employee labor organizations*

**Possession of a Grade III California Water Environment Association Collection System Management (CWEACSM) Certificate**

|  |           |
|--|-----------|
| Water Utility Mechanic I-III; Senior Equipment Operator; Water Treatment Operator I-IV; Water Utility Worker - NC  | \$0.50/hr |
| Construction Inspector I-II; Principal Construction Inspector; Customer Service Representative I-III; Water Utility Supervisor I-II; Water Treatment Supervisor I-II | \$0.45/hr |

**Possession of a Grade IV California Water Environment Association Collection System Management (CWEACSM) Certificate**

|  |           |
|--|-----------|
| Water Utility Mechanic I-III; Senior Equipment Operator; Water Treatment Operator I-IV; Water Utility Worker - NC  | \$0.66/hr |
| Construction Inspector I-II; Principal Construction Inspector; Customer Service Representative I-III; Water Utility Supervisor I-II; Water Treatment Supervisor I-II | \$0.60/hr |

**When Regularly Assigned to and Performing Duties that Require the Skill of Operating Heavy Equipment**

|  |           |
|--|-----------|
| Water Utility Mechanic II-III  | \$2.70/hr |
| Construction Inspector I-II; Principal Construction Inspector; Customer Service Representative I-III; Water Utility Supervisor I-II; Water Treatment Supervisor I-II | \$0.60/hr |

**Possession of a National Institute for Automotive Service Excellence American College Testing (ASE) - Automobile Technician Certificate of Completion**

|   | 1 Series | 3 Series | 6 Series |
|---|----------|----------|----------|
| Equipment Mechanic I-II                           | \$0.22   | \$0.39   | \$0.50   |
| Fleet Services Supervisor; Garage Supervisor I-II | \$0.20   | \$0.35   | \$0.45   |

**ATTACHMENT B  
LONG BEACH UTILITIES DEPARTMENT SKILL PAYS**

*\*This information will be updated upon completion of labor negotiations with represented employee labor organizations*

**Possession of a National Institute for Automotive Service Excellence American College Testing (ASE) – Light Vehicle Compressed Natural Gas with 1 Series**

|   |           |
|---|-----------|
| Equipment Mechanic I-II                           | \$0.22/hr |
| Fleet Services Supervisor; Garage Supervisor I-II | \$0.20/hr |

**Possession of a National Institute for Automotive Service Excellence American College Testing (ASE) – Any Master Certification**

|   | 1 Cert    | 2 Certs   |
|---|-----------|-----------|
| Equipment Mechanic I-II                           | \$1.10/hr | \$2.20/hr |
| Fleet Services Supervisor; Garage Supervisor I-II | \$1.00/hr | \$2.00/hr |

**Possession of a Cross Connection (Backflow) Tester Certificate**

(Issued by the Los Angeles County Department of Health or American Water Works Association)

|  |           |
|--|-----------|
| Water Utility Mechanic I-III; Plumber; Water Utility Worker - NC | \$0.50/hr |
|--|-----------|

**Possession of a Cross-Connection Control Program Specialist Certificate**

(Certified as a Specialist in Cross-Connection Control or Equivalent and issued by the University of Southern California Foundation or American Water Works Association)

|                               |           |
|-------------------------------|-----------|
| Water Utility Supervisor I-II | \$0.60/hr |
|-------------------------------|-----------|

**Pesticide Applicator’s License**

(When regularly assigned to applicator duties requiring certification)

|   |                               |
|---|-------------------------------|
| Gardner I-II; Maintenance Assistant II-III; Park Maintenance Supervisor | \$0.554/hr or \$4.43 per diem |
|---|-------------------------------|

**Crane Certification**

(When possessing certification for crane operation issued by an Accredited Certifying Entity per CCR Title 8 sec 5006.1 and assigned to crane operations)

|                               | 1 Cert    | 1 Certs   |
|-------------------------------|-----------|-----------|
| Non-Management Classification | \$0.62/hr | \$1.23/hr |

**ATTACHMENT B  
LONG BEACH UTILITIES DEPARTMENT SKILL PAYS**

*\*This information will be updated upon completion of labor negotiations with represented employee labor organizations*

**Possession of a City of Los Angeles Certificate and Structural License**

(When regularly performing Water Department welding work)

|        |           |
|--------|-----------|
| Welder | \$0.77/hr |
|--------|-----------|

**When driving a vehicle requiring a Class A Driver's License**

|                                |                 |
|--------------------------------|-----------------|
| Garage Service Attendance I-II | \$8.80 per diem |
|--------------------------------|-----------------|

**Sanitary Sewer Main Line Closed Circuit Television (CCTV)**

(When either operating or supervising inspection equipment)

|   |                 |
|---|-----------------|
| Water Utility Mechanic I-III; Water Utility Worker - NC | \$4.40 per diem |
|---|-----------------|

**Repair, Testing, and Exchange of Large Water Meters (Minimum 3-Inch Diameter)**

(When supervising or training subordinates)

|   |                 |
|---|-----------------|
| Water Utility Mechanic I-III; Water Utility Worker - NC | \$4.40 per diem |
|---|-----------------|

**Repair, Testing, and Exchange of Large Water Meters (Minimum 3-Inch Diameter)**

(When supervising or training subordinates)

|   |                 |
|---|-----------------|
| Water Utility Mechanic I-III; Water Utility Worker - NC | \$4.40 per diem |
|---|-----------------|

**Water / Sewer After Hours Emergency First Response**

(When singularly assigned with authority to shut off water service and/or call out emergency standby personnel)

|   |                 |
|---|-----------------|
| Water Utility Mechanic I-III; Water Utility Worker - NC | \$4.40 per diem |
|---|-----------------|

**Exercise Large Water Distribution Control Valves (Over 12-Inch Diameter)**

|   |                 |
|---|-----------------|
| Water Utility Mechanic I-III; Water Utility Worker - NC | \$4.40 per diem |
|---|-----------------|

**ATTACHMENT B  
LONG BEACH UTILITIES DEPARTMENT SKILL PAYS**

*\*This information will be updated upon completion of labor negotiations with represented employee labor organizations*

**Development Services Counter**

(When performing plan check duties)

|                             |                 |
|-----------------------------|-----------------|
| Engineering Technician I-II | \$6.40 per diem |
|-----------------------------|-----------------|

**Equipment Maintenance Repair**

(When regularly assigned and/or performing maintenance repair of power chain saws, blowers, lawn mowers, edgers, generators and similar equipment within the Water Department)

|                         |           |
|-------------------------|-----------|
| Equipment Mechanic I-II | \$0.77/hr |
|-------------------------|-----------|

**Irrigation Systems Plumbing Specialist**

(When regularly assigned and performing duties as an Irrigation Systems Plumbing Specialist)

|         |           |
|---------|-----------|
| Plumber | \$0.71/hr |
|---------|-----------|

**Water Department Machine Shop Operations**

(When regularly assigned and performing specialized operations in the Machine Shop)

|           |                                |
|-----------|--------------------------------|
| Machinist | \$0.572/hr or \$4.579 per diem |
|-----------|--------------------------------|

**Water Department Emergency Response Team (ERT)**

(When assigned to and maintain requirements set forth in Water Department Policy VI.2 – Section B)

|  |                              |
|--|------------------------------|
| Non-Management Represented Classifications | \$0.50/hr or \$4.00 per diem |
|--|------------------------------|

**Bilingual Skills**

(For use of certified oral and/or written bilingual skills)

|  |                              |
|--|------------------------------|
| Non-Management Represented Classifications | \$0.70/hr or \$5.60 per diem |
|--|------------------------------|

**ATTACHMENT B  
LONG BEACH UTILITIES DEPARTMENT SKILL PAYS**

*\*This information will be updated upon completion of labor negotiations with represented employee labor organizations*

**Shorthand Skills**

(For regular and frequent use of certified shorthand skills)

|                   |           |
|-------------------|-----------|
| Clerk Typist I-IV | \$0.30/hr |
|-------------------|-----------|

**Deputy Inspector 1**

(When fully qualified to perform deputy inspection work and while possessing valid deputy inspector cards in specified fields of expertise (\$0.75 per hour for one deputy inspector card, \$1.00 per hour for two cards, \$1.25 per hour for three cards, up to a maximum of \$1.50 per hour for four cards))

|   |           |
|---|-----------|
| Chief Construction Inspector; Construction Inspector I-II; Principal Construction Inspector | \$0.75/hr |
|---|-----------|

**Deputy Inspector 2**

(When fully qualified to perform deputy inspection work and while possessing valid deputy inspector cards in specified fields of expertise (\$0.75 per hour for one deputy inspector card, \$1.00 per hour for two cards, \$1.25 per hour for three cards, up to a maximum of \$1.50 per hour for four cards))

|   |           |
|---|-----------|
| Chief Construction Inspector; Construction Inspector I-II; Principal Construction Inspector | \$1.00/hr |
|---|-----------|

**Deputy Inspector 3**

(When fully qualified to perform deputy inspection work and while possessing valid deputy inspector cards in specified fields of expertise (\$0.75 per hour for one deputy inspector card, \$1.00 per hour for two cards, \$1.25 per hour for three cards, up to a maximum of \$1.50 per hour for four cards))

|   |           |
|---|-----------|
| Chief Construction Inspector; Construction Inspector I-II; Principal Construction Inspector | \$1.20/hr |
|---|-----------|

**Deputy Inspector 4**

(When fully qualified to perform deputy inspection work and while possessing valid deputy inspector cards in specified fields of expertise (\$0.75 per hour for one deputy inspector card, \$1.00 per hour for two cards, \$1.25 per hour for three cards, up to a maximum of \$1.50 per hour for four cards))

|   |           |
|---|-----------|
| Chief Construction Inspector; Construction Inspector I-II; Principal Construction Inspector | \$1.50/hr |
|---|-----------|

**ATTACHMENT B  
LONG BEACH UTILITIES DEPARTMENT SKILL PAYS**

*\*This information will be updated upon completion of labor negotiations with represented employee labor organizations*

**CASP**

(When possessing a State (CA) Certified Access Specialist (CASP) certification and assigned to perform such duties)

|   |           |
|---|-----------|
| Principal Construction Inspector; Chief Construction Inspector, | \$1.50/hr |
|---|-----------|

**Gas Construction Supervisor**

(When regularly assigned and performing as supervisor over all Gas Construction Inspection activities)

|                           |            |
|---------------------------|------------|
| Construction Inspector II | \$1.418/hr |
|---------------------------|------------|

**Rereads**

(When performing meter rereads.)

|                                    |            |
|------------------------------------|------------|
| Customer Service Representative II | \$0.472/hr |
|------------------------------------|------------|

**Section Lead**

(When regularly assigned and performing duties as a section lead person.)

|                                     |           |
|-------------------------------------|-----------|
| Customer Service Representative III | \$1.00/hr |
|-------------------------------------|-----------|

**Hotline**

(When working Hotline Desk)

|                                     |            |
|-------------------------------------|------------|
| Customer Service Representative III | \$0.586/hr |
|-------------------------------------|------------|

**Shop Lead**

(When regularly assigned and performing duties as a pipeline welding shop lead person)

|                                   |            |
|-----------------------------------|------------|
| Gas Pipeline Welder/Layout Fitter | \$0.770/hr |
|-----------------------------------|------------|

**Irrigation**

(When regularly assigned and performing duties as irrigation systems plumbing specialist)

|         |            |
|---------|------------|
| Plumber | \$0.710/hr |
|---------|------------|

**General Supervisor**

(When regularly assigned and performing as general supervisor of the Carpentry Field, Carpentry-Shop, Paint & Welding sections or Marine & Facility Maintenance)

|   |           |
|---|-----------|
| General Maintenance Supervisor II; Painter Supervisor | \$2.20/hr |
|---|-----------|

**ATTACHMENT B  
LONG BEACH UTILITIES DEPARTMENT SKILL PAYS**

*\*This information will be updated upon completion of labor negotiations with represented employee labor organizations*

**HVAC**

(When regularly assigned and performing as a general supervisor of the HVAC, Electrical, Street Lighting and Plumbing Sections)

|   |           |
|---|-----------|
| Electrical Supervisor; Plumber Supervisor | \$1.10/hr |
|---|-----------|

**Skilled Crafts**

(When regularly assigned and performing as general supervisor over a skilled craft)

|                                   |           |
|-----------------------------------|-----------|
| General Maintenance Supervisor II | \$1.10/hr |
|-----------------------------------|-----------|

**American Welding 1**

(When possessing an American Welding Society certificate for gas pipeline welding inspections or a National Association of Corrosion Engineers certificate. (\$0.75 per hour for one specialty certificate, up to a maximum of \$1.00 per hour for two certifications))

|   |           |
|---|-----------|
| Construction Inspector I-II; Corrosion Control Supervisor; Principal Construction Inspector | \$0.75/hr |
|---|-----------|

**American Welding 2**

(When possessing an American Welding Society certificate for gas pipeline welding inspections or a National Association of Corrosion Engineers certificate. (\$0.75 per hour for one specialty certificate, up to a maximum of \$1.00 per hour for two certifications))

|   |           |
|---|-----------|
| Construction Inspector I-II; Corrosion Control Supervisor; Principal Construction Inspector | \$1.00/hr |
|---|-----------|

**Leakage Survey**

(When possessing a SoCal Gas (or equivalent) Leakage Survey or Pressure Control certification, or Energy Resources Valve Inspection and Maintenance certification, or a NACE Basic Level Certification)

|                            |           |
|----------------------------|-----------|
| Gas Construction Worker II | \$0.55/hr |
|----------------------------|-----------|

**DOT 49 Code Journey**

(When possessing the classification appropriate City of Long Beach Department of Transportation 49 Code of Federal Regulations Subpart N Operator Qualification Plan certifications for journey level)

|   |           |
|---|-----------|
| Gas Construction Worker II; Gas Field Service Rep II; Gas Pipeline Welder/Layout Fitter; Senior Equipment Operator; Corrosion Control Supervisor; Construction Inspector I-II; Principal Construction | \$2.20/hr |
|---|-----------|

**ATTACHMENT B  
LONG BEACH UTILITIES DEPARTMENT SKILL PAYS**

*\*This information will be updated upon completion of labor negotiations with represented employee labor organizations*

|  |  |
|--|--|
| Inspector; Gas Maintenance Supervisor I-II; Gas Distribution Supervisor I-II |  |
|--|--|

**DOT 49 Code Advanced**

(When possessing the classification appropriate City of Long Beach Department of Transportation 49 Code of Federal Regulations Subpart N Operator Qualification Plan certifications for advanced level)

|  |           |
|--|-----------|
| Gas Construction Worker III; Gas Field Service Rep III | \$0.66/hr |
|--|-----------|

**Installation/Reinstallation Certificate**

(When possessing an Energy Resources meter installation/reinstallation certification for commercial meters or multimeter sets of 5 or more, or a SoCal Gas (or equivalent) Appliance Technology certification or a Regulator Troubleshooting certification)

|                           |           |
|---------------------------|-----------|
| Gas Field Service Rep III | \$0.61/hr |
|---------------------------|-----------|

**Installation/Reinstallation Certificate**

(When possessing an Energy Resources meter installation/reinstallation certification for commercial meters or multimeter sets of 5 or more, or a SoCal Gas (or equivalent) Leakage Survey certification, or an Energy Resources Pressure Control certification for 6" and above PC fittings, or a NACE Tester-level certification or a Fusion Trainer/Inspector certification from a gas pipeline industry recognized agency, or when performing DOT record-keeping for Valve Maintenance)

|                             |           |
|-----------------------------|-----------|
| Gas Construction Worker III | \$0.61/hr |
|-----------------------------|-----------|

**Fusion**

(When possessing a Fusion Trainer/Inspector certification from a gas pipeline industry-recognized agency or a NACE Tester-level certification, or a Gas Pipeline Welding Inspections certification from an API-certified welding instructor)

|                                 |           |
|---------------------------------|-----------|
| Gas Maintenance Supervisor I-II | \$0.22/hr |
|---------------------------------|-----------|

**Flow Computer Unit**

(When possessing a Flow Computer Unit Operation and Maintenance and BTU Transmitter Operations and Maintenance certifications, or a SoCal Gas (or equivalent) Appliance Technology certification (or equivalent))

|                                  |           |
|----------------------------------|-----------|
| Gas Distribution Supervisor I-II | \$0.22/hr |
|----------------------------------|-----------|

**ATTACHMENT B  
LONG BEACH UTILITIES DEPARTMENT SKILL PAYS**

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**ASE Master 2**

(When regularly assigned to the maintenance and repair of City vehicles, or as supervisor to Equipment Mechanics within the Fleet Maintenance Division, and possessing two ASE Master certifications)

|  |           |
|--|-----------|
| Supervisor-Stores & Property; Fleet Services Supervisor I-II;<br>Equipment Mechanic I-II | \$2.20/hr |
|--|-----------|

**ASE Master 1**

(When regularly assigned to the maintenance and repair of City vehicles, or as supervisor to Equipment Mechanics within the Fleet Maintenance Division, and possessing one ASE Master certification, or for Supervisor-Stores and Property when possessing ASE Parts certification)

|  |           |
|--|-----------|
| Supervisor-Stores & Property; Fleet Services Supervisor I-II;<br>Equipment Mechanic I-II | \$1.10/hr |
|--|-----------|

**Field Supervisor**

(When performing field supervisory duties)

|                           |                       |
|---------------------------|-----------------------|
| Construction Inspector II | \$5.00 Per Diem Daily |
|---------------------------|-----------------------|

**Meter Installation (300+CU)**

(When regularly assigned to installing meters of 300 or more cubic feet per hour capacity at 1/2-inch water column pressure drop or when installing district regulator stations)

|                          |                       |
|--------------------------|-----------------------|
| Gas Field Service Rep II | \$3.30 Per Diem Daily |
|--------------------------|-----------------------|

**PE Fusion Certification**

(When certified and training in-house personnel and contractors for annual PE fusion certification)

|  |                        |
|--|------------------------|
| Gas Maintenance Supervisor I- II; Corrosion Control Supervisor; Gas Field Technician I-III; Gas Construction Worker I-III; Gas Pipeline Welder / Layout Fitter | \$10.00 Per Diem Daily |
|--|------------------------|

**ATTACHMENT B**  
**LONG BEACH UTILITIES DEPARTMENT SKILL PAYS**

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**Operator Qualification**

(When serving as an evaluator, for the City of Long Beach in compliance with Department of Transportation-49 Code of Federal Regulations Subpart N Operator Qualification Plan, to certify personnel for operator qualification)

|                              |                        |
|------------------------------|------------------------|
| Corrosion Control Supervisor | \$10.00 Per Diem Daily |
|------------------------------|------------------------|

**Lead Welder**

(When regularly assigned and performing duties as a lead welder)

|        |                       |
|--------|-----------------------|
| Welder | \$4.95 Per Diem Daily |
|--------|-----------------------|