

RESOLUTION NO. RES-25-0087

A RESOLUTION OF THE CITY COUNCIL OF THE
CITY OF LONG BEACH APPROVING AN AMENDMENT TO
THE MOST RECENT PUBLIC UTILITIES DEPARTMENT
SALARY RESOLUTION

WHEREAS, Section 1403 of the Charter of the City of Long Beach provides that compensation of the employees of the Long Beach Public Utilities Department shall be fixed by the Board of Public Utilities Commissioners (Board) by resolution, subject to the approval of the City Council by resolution; and;

WHEREAS, the Board has presented to the City Council the most recent Public Utilities Department Salary Resolution (Resolution No. UT-1539) for consideration and approval by the Council;

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, the most recent Public Utilities Department Salary Resolution (UT-1539), 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 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 4. 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.

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

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 July 22, 2025 by the
following vote:

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

Noes: Councilmembers: None.

Absent: Councilmembers: Allen, Supernaw, Uranga.

Recusal(s): Councilmembers: None.



City Clerk

RESOLUTION NO. UT-1539

A RESOLUTION OF THE BOARD OF PUBLIC UTILITIES COMMISSIONERS OF THE CITY OF LONG BEACH CONFIRMING, READOPTING AND AMENDING RESOLUTION NO. UT-1532, ADDING AND ADJUSTING OFFICES AND POSITIONS OF EMPLOYMENT AND CORRESPONDING SALARY RANGES IN THE PERMANENT SERVICE AND AMENDING SKILL PAYS OF THE LONG BEACH PUBLIC UTILITIES DEPARTMENT, AND RESCINDING ALL OTHER RESOLUTIONS OR ORDERS RELATING THERETO

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

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

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

Section 2. ESTABLISHMENT OF OFFICES, POSITIONS AND COMPENSATION. The Board hereby creates and establishes the offices and positions of employment listed in Attachment "A", at the compensation set forth at the Salary Range designated and any additional compensation listed herein therefore notwithstanding those positions of employment at the compensation set forth therein and any additional compensation listed in Salary Resolution of the City of Long Beach ("City Salary

1 Resolution”) with the purpose of amending this Resolution immediately thereafter to include
2 the new position(s) of employment and subsequent compensation. Pay rates for all offices
3 and positions shall take effect on and after the date and time set in the City Salary
4 Resolution unless otherwise duly noted within or superseded by MOU provisions with City
5 Council approval.

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

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

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

1 employees shall be computed based on one of the pay rates designated for the grade
2 thereof. The General Manager may designate the initial Pay Rate Step or increment of any
3 employee within the Salary Range for the employee's office or position. However, the
4 Board may, by resolution, specifically designate that the pay rate of any employee is fixed
5 at some other pay rate included within the Salary Schedule without limitation as to grade
6 or numerical designation.

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

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

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

1 having been in the continuous service of the Utilities Department during the period said
2 employee shall have served in the Armed Forces.

3 Section 6. PAY FOR EXECUTIVES/PROFESSIONALS.

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

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

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

26 C. GENERAL MANAGER

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

1 C.1. MERIT INCREASES

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

7 C.2. GENERAL INCREASES

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

12 C.3. FRINGE BENEFITS

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

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

23 At or near the commencement of the applicable fiscal year, an eligible
24 employee and the General Manager shall develop and establish a written and approved
25 performance plan for the employee which sets forth objectives or targeted results for the
26 ensuing fiscal year or remaining portion thereof. Outstanding performance in the attainment
27 of these objectives or distinguished performance in a specific project or program shall
28 qualify the employee for Individual Performance Incentive Compensation. Such incentive

1 compensation may be paid to any eligible employee in an amount not to exceed \$3,500.00
2 per fiscal year based upon the evaluation and determination by the General Manager of
3 the employee's performance under the previously approved performance plan.

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

26 Section 8. COMPENSATION COMPUTATIONS. All salaries and wages
27 in this Resolution shall be computed and payable in biweekly installments, and such
28 installments shall be paid every other Friday in accordance with and in continuation of the

1 schedule of biweekly pay periods and paydays established and commenced by the City
2 Council of the City of Long Beach ("City Council").

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

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

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

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

1 Section 11. TEMPORARY ASSIGNMENTS.

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

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

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

28 Section 12. ORGANIZATIONAL ORDINANCE.

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

1 13. Utilities Field Customer Service with the following divisions:
2 Administration; Gas Services; Water Services; and Sewer Operations;

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

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

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

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

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

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

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

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

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

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

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

28

1 Employees receiving a skill pay as a result of holding a certification beyond
2 the requirements of the position must ensure currency of that certification. Lapse in
3 possessing such certification while receiving skill pay compensation may result in refunding
4 the City/Utilities and potential disciplinary action.

5 Section 15. OTHER COMPENSATION.

6 A. Overtime.

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

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

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

26 Section 16. TRANSPORTATION. Employees requiring transportation in
27 connection with the performance of their duties for the Utilities Department may be
28 assigned a vehicle owned by the Utilities Department or an employee may receive, by way

1 of reimbursement, the cost of transportation incurred in the performance of his/her duties.
2 Reimbursement, at the discretion of the General Manager, may be paid to such employees
3 on the basis of any of the following computations:

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

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

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

27 In each instance that an employee uses a privately-owned vehicle, the
28 employee shall procure and maintain in full force and effect bodily injury and property

1 damage insurance from a company or companies authorized to do business in the State
2 of California with minimum coverages as prescribed by the General Manager at all times
3 while said privately-owned vehicle is used for Utilities Department business.

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

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

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

1 adjustments in compensation due to any inadvertence, oversight, or clerical error, it is
2 intended that the provisions in such Memorandum of Understanding shall control and shall
3 supersede the provisions of this Resolution, and such adjustments to the compensation
4 shall be deemed to have been correctly included herein, effective as of the applicable
5 effective date, and such matters shall be subsequently corrected by appropriate action.

6 Section 20. STAND BY DUTIES.

7 A. Standby Compensation. Each employee who qualifies under
8 subsection "B" below shall be compensated at the rate established in their respective
9 Memorandum of Understanding (MOU) for each full hour of standby duty.

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

26 Section 21. CALL BACK. Call-back duty occurs when off-duty personnel
27 are unexpectedly ordered to return to duty because of unanticipated work needs.
28 Represented employees who return to work on "Call-Back" duty shall be paid at a rate

1 specified by their respective Memoranda of Understanding (“MOU”).

2 Section 22. EFFECTIVE TERM OF COMPENSATION. The compensation
3 prescribed herein shall remain in effect until superseded by the City Council to reflect
4 adjustments in compensation in applicable memoranda of understanding and as otherwise
5 prescribed by the City Council for employees not covered by memoranda of understanding,
6 or until this Resolution is amended or rescinded.

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

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

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

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

1 Section 27. PROFESSIONAL AND TECHNICAL LICENSES. Employees
2 seeking to obtain or renew professional and technical licenses and certificates in
3 accordance with the Long Beach Utilities Department Personnel Policies and Procedures
4 may be eligible for reimbursement for the accrued costs in obtaining said professional and
5 technical licenses and certificates.

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

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

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

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

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

I hereby certify that the foregoing Resolution was adopted by the Board of Public Utilities Commissioners of the City of Long Beach at its meeting held on June 26, 2025, by the following vote:

Ayes: Commissioners: GINA MAGUIRE, KEVIN SCOTT,
GLORIA CORDERO

Noes: Commissioners: _____

Absent: Commissioners: ROBERT SHANNON, NAOMI RAINEY

CERTIFIED AS A TRUE AND CORRECT COPY
EXECUTIVE ASSISTANT TO THE BOARD OF UTILITIES COMMISSIONERS
CITY OF LONG BEACH, CALIFORNIA

BY: 

DATE: 6/26/2025


Secretary
Board Of Public Utilities Commissioners

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

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

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

TITLE	SALARY RANGE
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

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

OFFICE OF THE CITY ATTORNEY
DAWN MCINTOSH, City Attorney
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 Welder/Layout Fitter	561
17	General Manager - Utilities	E39
18	Laboratory Analyst I	492
19	Laboratory Analyst II	532
20	Laboratory Analyst III	593
21	Manager, Budget and Rates	E15
22	Manager, Engineering	E50
23	Manager, Gas Engineering	E50
24	Manager, Gas Pipeline Construction	E15
25	Manager, Gas Services	E15
26	Manager, Laboratory Services	E15
27		
28		

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

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

1	Manager, Occupational Safety	E15
2	Manager, Personnel Operations – Utilities	E15
3	Manager, Security & Emergency Preparedness	E15
4	Manager, Sewer Operations	E35
5	Manager, Support Services	E15
6	Manager, Utilities Resources	E15
7	Manager, Water Construction	E35
8	Manager, Water Quality	E35
9	Manager, Water Services	E15
10	Manager, Water Treatment	E15
11	Meter Repair Mechanic I	420
12	Office Administrator	520
13	Public Affairs Officer - Utilities	E60
14	Research Assistant - Utilities	B00
15	Safety Specialist III	651
16	Senior Director of Administration	E50
17	Senior Director of Business Services	E50
18	Senior Director of Engineering	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
27		
28		

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

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

Telemetering Instrument Technician II	555
Utility Billing Officer	E60
Utility Call Center Officer	E60
Utilities Pipeline Welder / Layout Fitter	561
Water Communications Center Supervisor	584
Water Communications Dispatcher I	463
Water Communications Dispatcher II	493
Water Conservation Specialist	664
Water Emer Svc Investigator I	420
Water Quality Organic Chemist	684
Water Support Services Supervisor	598
Water Treatment Operator I	453
Water Treatment Operator II	541
Water Treatment Operator III	590
Water Treatment Operator IV	632
Water Treatment Supervisor I	701
Water Treatment Supervisor II	741
Water Utility Mechanic I	411
Water Utility Mechanic II	431
Water Utility Mechanic III	491
Water Utility Supervisor I	641
Water Utility Supervisor II	660

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

1 Non-career Positions

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

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

11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28

**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; Water Utility Worker - NC	\$2.20/hr
Construction Inspector I-II; Principal Construction Inspector; Chief Construction Inspector; Laboratory Analyst I-III, Laboratory Assistant I-III; 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; Water Utility Worker - NC	\$2.48/hr
Water Utility Mechanic III; Water Treatment Operator II; Water Utility Supervisor I-II	\$0.28/hr
Construction Inspector I-II; Principal Construction Inspector; Chief Construction Inspector; Laboratory Analyst I-III; Laboratory Assistant I-III; 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; Water Utility Worker - NC	\$2.75/hr
Water Utility Mechanic III; Water Treatment Operator II-IV; Water Utility Supervisor I-II; Water Treatment Supervisor I-II	\$0.55/hr
Construction Inspector I-II; Principal Construction Inspector; Chief 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; Water Utility Worker - NC	\$3.03/hr
Water Utility Mechanic III; Water Treatment Operator II-IV; Water Utility Supervisor I-II; Water Treatment Supervisor I-II	\$0.83/hr
Construction Inspector I-II; Principal Construction Inspector; Chief 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; Water Utility Supervisor I-II; Electrician; Water Utility Worker – NC; Laboratory Analyst I-III; Laboratory Assistant I-III	\$0.22/hr
---	-----------

Possession of a Grade II Water Treatment Certificate

(Issued by the State of California)

Water Utility Mechanic I-III; Water Utility Supervisor I-II; Water Treatment Operator I; Electrician; Water Utility Worker – NC; Laboratory Analyst I-III; Laboratory Assistant I-III	\$0.39/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
--	-----------

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; Water Treatment Supervisor I-II	\$0.83/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 I California Water Environment Association Collection System Maintenance (CWEACSM) Certificate

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

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

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

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

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

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

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

Possession of a Grade I Lab Analyst Certificate

(Issued by the American Water Works Association or California Water Environment Association)

Laboratory Analyst I-III, Laboratory Assistant I-III	\$2.00/hr
--	-----------

Possession of a Grade II Lab Analyst Certificate

(Issued by the American Water Works Association or California Water Environment Association)

Laboratory Analyst I-III, Laboratory Assistant I-III	\$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*

Possession of a Grade III Lab Analyst Certificate

(Issued by the American Water Works Association or California Water Environment Association)

Laboratory Analyst I-III, Laboratory Assistant I-III	\$2.40/hr
--	-----------

Possession of a Grade IV Lab Analyst Certificate

(Issued by the American Water Works Association or California Water Environment Association)

Laboratory Analyst I-III, Laboratory Assistant I-III	\$2.60/hr
--	-----------

When Regularly Assigned to and Performing Duties that Require the Skill of Operating Heavy Equipment (Requires a Class A Driver’s License with Airbrakes and Telescopic Boom Crane - Fixed Cab (TSS) Crane Certification Issued by an Accredited Certifying Entity per CCR Title 8 Section 5006.1 for crane operations. Also Eligible for Crane Skill Pay. Only open to 10 Water Utility Mechanic II-III’s and 5 Gas Construction Worker II-III’s)

Water Utility Mechanic II-III; Gas Construction Worker II – III*	\$2.70/hr
--	-----------

**Senior Equipment Operators (SEOs) who consolidated into the Gas Construction Worker (GCW) classification pursuant to the Civil Service Commission approval on February 27, 2025, are eligible for the above skill pay effective September 21, 2024.*

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

Equipment Mechanic I-II (1 Series)	\$0.22/hr
Equipment Mechanic I-II; Garage Supervisor I-II (3 Series)	\$0.39/hr
Equipment Mechanic I-II; Garage Supervisor I-II (6 Series)	\$0.50/hr

Possession of a National Institute for Automotive Service Excellence American College Testing (ASE) – Compressed Natural Gas (CNG) or Alternative Fuel Certification (Formerly Light Vehicle Compressed Natural Gas) with 1 Series

Equipment Mechanic I-II; Garage Supervisor 1-II	\$0.22/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 National Institute for Automotive Service Excellence
American College Testing (ASE) – Any Master Certification**

1 Cert 2 Certs

Equipment Mechanic I-II; Garage Supervisor I-II	\$1.10/hr	\$2.20/hr
---	-----------	-----------

Possession of a Cross Connection (Backflow) Tester Certificate

(Issued by the Los Angeles County Department of Health) Is not in MOU but Board approved?

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 and Hydraulic Research or Equivalent and issued by the University of Southern California Foundation)

Water Utility Supervisor I-II	\$0.66/hr
-------------------------------	-----------

Crane Certification - TSS

(When possessing a Telescopic Boom Crane – Fixed Cab (TSS) certification for crane operation issued by an Accredited Certifying Entity per CCR Title 8 sec 5006.1 and assigned to crane operations)

Skilled and General Supervisory and Skilled and General Basic Units of IBEW	\$0.62/hr
---	-----------

*(T) - Pays marked with a "T" are considered terminal. Any current employee receiving the pay will not be impacted; however, no other employee may receive the pay.

Crane Certification - STC

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

Skilled and General Supervisory and Skilled and General Basic Units of IBEW	\$0.61/hr
---	-----------

*(T) - Pays marked with a "T" are considered terminal. Any current employee receiving the pay will not be impacted; however, no other employee may receive the pay.

**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 specialized Long Beach Utilities Department welding requiring this certification)

Welder; Gas Pipeline Welder/Layout Fitter; Utilities Pipeline Welder/Layout Fitter	\$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 video 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
---	-----------------

Shut Off Call Out

(When singularly assigned to off hours water/sewer emergency first response 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
---	-----------------

Development Services Counter

(When performing plan check duties)

Engineering Technician I-II	\$6.40 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*

Equipment Repair

(When regularly assigned and/or performing maintenance repair of power chain saws, blowers, lawn mowers, edgers, generators and similar equipment within the Long Beach Utilities 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
---------	-----------

Utilities Department Emergency Response Team (ERT)

(When routinely and consistently assigned to the Long Beach Utilities ERT to instruct personnel in safety procedures)

Non-Management Represented Classifications	\$0.50/hr
--	-----------

Bilingual Skills

(For regular and frequent use of certified oral and/or written bilingual skills and can be approved at an hourly or per diem rate)

AEE represented employees	\$1.50/hr
IAM represented employees	\$1.50/hr
IBEW represented employees	\$0.70/hr

Deputy Inspector 1

(When fully qualified to perform deputy inspection work and while possessing valid deputy inspector cards in specified fields of expertise – one card)

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 – two cards)

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

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

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

Deputy Inspector 3

(When fully qualified to perform deputy inspection work and while possessing valid deputy inspector cards in specified fields of expertise – three cards)

Chief Construction Inspector; Construction Inspector I-II; Principal Construction Inspector	\$1.25/hr
---	-----------

Deputy Inspector 4

(When fully qualified to perform deputy inspection work and while possessing valid deputy inspector cards in specified fields of expertise – four cards)

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

CASP

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

Construction Inspector I-II; Principal Construction Inspector; Chief Construction Inspector; Civil Engineering Assistant; Civil Engineering Associate; Civil Engineer; Engineering Technician I-II; Senior Civil Engineer; Senior Engineering Technician I-II	\$1.50/hr
---	-----------

Section Lead

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

Customer Service Representative III	\$1.50/hr
-------------------------------------	-----------

Shop Lead

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

Gas Pipeline Welder/Layout Fitter; Utilities Pipeline Welder/Layout Fitter	\$0.77/hr
--	-----------

General Supervisor

(When regularly assigned and performing as general supervisor of the Carpentry Field, 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*

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 corrosion certificate from the Association for Material Protection and Performance (AMPP) or equivalent – one specialty certificate)

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 corrosion certificate from the Association for Material Protection and Performance (AMPP) or equivalent – two certifications) –

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

Appliance Technology

(When possessing an Appliance Technology certification or a Regulator Technician certification)

Gas Field Service Rep II	\$0.55/hr
--------------------------	-----------

Leakage Certification

(When possessing a SoCal Gas (or equivalent) Leakage Survey or Pressure Control certification, or Long Beach Utilities 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-III; Gas Field Service Rep II-III; Gas Pipeline Welder/Layout Fitter; Utilities Pipeline Welder/Layout Fitter; Gas Maintenance Supervisor I-II; Gas Distribution Supervisor I-II; Corrosion Control Supervisor; Construction Inspector I-II; Principal Construction Inspector; Chief Construction Inspector	\$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*

Installation/Reinstallation Certificate

(When possessing a Long Beach Utilities 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 a Long Beach Utilities meter installation/reinstallation certification for commercial meters or multimeter sets of 5 or more, or a SoCal Gas (or equivalent) Leakage Survey certification, or a Long Beach Utilities 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
----------------------------------	-----------

400 Class Meter

(When possessing a Long Beach Utilities meter installation/reinstallation certificate for up to a 400 class meter)

Gas Construction Worker II; Gas Field Service Rep II	\$0.39/hr
--	-----------

Field Supervisor

(When performing field supervisory duties)

Construction Inspector II	\$5.00 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*

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
--------------------------	-----------------

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; Utilities Pipeline Welder/Layout Fitter; Construction Inspector I-II; Principal Construction Inspector; Chief Construction Inspector	\$10.00 Per Diem
--	------------------

DOT Operator Qualification

(When serving as an evaluator for the City of Long Beach in compliance with Department of Transportation-49 Code of Federal Regulations Subpart N Operator Qualification Plan, to document and qualify individuals performing covered tasks on a pipeline facilities)

Corrosion Control Supervisor; Construction Inspector I-II; Principal Construction Inspector; Chief Construction Inspector	\$10.00 Per Diem
---	------------------

Gas Pipeline Welder

(When certified and performing duties as a pipeline welder)

Gas Maintenance Supervisor I	\$4.40 Per Diem
------------------------------	-----------------