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TERM AND RENEGOTIATION (Article Nine, Section V)

The term of this MOU shall be from October 1, 2026, through September 30, 2029. All provisions of this contract shall expire on the termination date unless extended by mutual agreement in writing.

In the event either party desires to negotiate the provisions of a successor MOU, that party shall serve upon the other, during the period from January 1, 2029 to February 1, 2029, its written request to commence negotiations. Negotiations shall begin no later than thirty (30) days from date of receipt of notice unless extended by mutual agreement between the parties to this MOU.

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General Salary Increase – Article Two, Section I: Classifications – Pay Rates – Salary Increases – IAM responded on 9/9/26

A. Listing of Classifications and Rates of Pay – No changes

B. General Salary Increase

1. Salary Ranges

The Salary schedule ~~Resolution~~ will be amended to provide for the following salary increases for all represented employees included in Appendix A ~~Section I.A above~~ on the effective dates indicated:

A. Effective the first full pay period following City Council adoption, ~~October 1, 2026 or the first full pay period following City Council adoption, whichever comes later~~ all bargaining unit members shall receive a **two percent (2.00%)** General Salary Increase to the base hourly rate.

- Within three pay periods of City Council adoption of the successor IAM MOU, all permanent full-time and permanent part-time bargaining unit members will receive a one-time non-pensionable bonus of $340. In addition, all Non-Career employees will receive a non-pensionable one-time bonus of $300.

B. Effective September 18, 2027, ~~the first day of the first full pay period including October 1, 2027~~ all bargaining unit members shall receive a three percent (3.0%) General Salary Increase to the base hourly rate.

C. Effective September 30, 2028, ~~the first day of the first full pay period including October 1, 2028,~~ all bargaining unit members shall receive a three and four tenth percent (3.4%) General Salary Increase to the base hourly rate.

2. The provisions of Article Two, Section I.B.1 shall not be subject to Article Seven, Grievance Procedures, of the MOU.

IAM Proposal #19: Equity Adjustments (various) - Article II, Section I, C – IAM responded on 10/7/26

1. Effective the second full pay period following City Council adoption, the following classifications shall receive a two percent (2.0%) percent equity adjustment:

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- Legal Assistant D99NN
- Legal Assistant I D18AN
- Legal Assistant II D18BN
- Legal Assistant III D18CN
- Legal Assistant IV D18DN
- License Inspector I C22AN
- License Inspector II C22BN
- Parking Control Checker I F19AN
- Parking Control Checker II F19BN
- Parking Control Checker I – NC T98AN
- Parking Control Supervisor F45NN

2. Effective the second full pay period following City Council adoption, the following classifications shall receive a three percent (3%) equity adjustment:

- Refuse Field Investigator J49NN
- Refuse Supervisor J50NN

~~3.~~ Effective the second full pay period following City Council adoption, the following classifications shall receive a three percent (3%) equity adjustment:

- Harbor Patrol Officer I NM4AN
- Harbor Patrol Officer II NM4BN

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• Harbor Patrol Officer III	NM4CN
• Special Services Officer I	F33AN
• Special Services Officer I – NC	T30AN
• Special Services Officer II	F33BN
• Special Services Officer II – NC	T30BN
• Special Services Officer III	F33CN
• Special Services Officer III - ARMED	FF3CN
• Special Services Officer IV	F33DN
• Special Services Officer IV – ARMED	FF3DN
• Special Services Officer V	F33EN
• Special Services Officer V - ARMED	FF3EN
• Special Svc Off III – Armed Airport	FG3CN
• Special Svc Off IV – Armed Airport	FG3DN

4. ***Letter of Agreement – Housing Funding:***
    1. ***Union Participation: The City shall provide IAM an opportunity to review and provide feedback regarding the FSS grants and HCV admin fees so long as the department has no less than 60 days' notice of the submission; the feedback from the Union will occur prior to its submission to HUD. In the event there is City support and available grant funding for wage adjustments, the City will meet and confer with IAM.***

Classification Review – Community Program Technician III

The City agrees that it shall meet and confer with IAM to discuss reclassification of the Community Program Technician III position in the Housing Bureau no later than February 1, 2027.

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City Proposal #29 OVERTIME & COMPENSATORY TIME OFF (Article II, Section II – D.4)

1. Employees working overtime will be eligible to accrue Compensatory Time Off (CTO) in lieu of receiving overtime compensation for each hour of overtime worked. CTO is earned at one and a half (1.5) hours for each hour worked. CTO time-off may be accrued up to a maximum of **one hundred and twenty (120)** ~~forty (40)~~ hours.

2. Banked overtime credits shall not exceed **120** ~~40.0~~ expanded hours for any non- supervisory bargaining unit employee (I.e., Office & Tech Svcs-Basic, Professional-Basic, Protection-Basic, Peace Officer-Basic) at any one time.

   (~~26.67~~ **80** straight time hours x 1 ½ = **120** ~~40~~)

3. Banked overtime credits shall not exceed **120** ~~60.0~~ expanded hours for any supervisory bargaining unit employee (Office & Tech Sacs-Supervisory, Professional-Supervisory, Protection-Supervisory, Peace Officer-Supervisory, Refuse-Supervisory) at any one time.

   (~~40~~ **80** straight time hours x 1 ½ = **120** ~~60~~)

4. Employees will be paid for all accrued CTO with the final pay period of each **calendar** ~~**fiscal** calendar~~ year **and in the pay period of a general salary increase (GI), at the rate immediately preceding the GI** ~~and in the pay period of a general salary increase (GI), at the rate immediately preceding the GI~~. Should an employee promote to a classification with a higher base hourly rate of pay, all accrued CTO will be paid as compensation to the employee on the pay period of their promotion, at the rate immediately preceding the promotion. An employee may request payment of their CTO throughout the calendar year.

5. An employee wishing to use accrued CTO shall provide the City with reasonable notice of such request. "Reasonable notice" is defined as at least two weeks' notice. If reasonable notice is provided, the employee's request will not be denied unless it would be unduly disruptive to the department to grant the request. A request to use CTO with less than two weeks' notice may still be granted at the discretion of the supervisor or manager responsible for considering the request.

Management retains the sole discretion in granting the request to accrue CTO or to pay it as overtime worked.

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Higher Classification Pay – (Article II, Section VII):

Each employee who is required to perform the full range of duties in a vacant higher classification or grade level position, up to and including division officer or division manager, shall be paid an additional two dollars ($2.00) per hour ~~one dollar ($1.00) per hour.~~

~~Effective the pay period that includes October 1, 2023 or the first full pay period following City Council adoption, whichever comes later, the City will increase Higher Classification pay from $1.00 to $2.00 per hour, provided the following conditions are met:~~

Effective the ~~pay period that includes October 1, 2026, or~~ first full pay period following City Council adoption, ~~whichever comes later or the first full pay period following City Council adoption, whichever comes later~~, the City will increase Higher Classification pay:

- From $2.00 to $2.50 per hour, for employees who are required to perform the full range of duties in a vacant higher classification or grade level position.
- ~~The City will increase Higher Classification pay~~ From $2.00 to $3.00 per hour, for employees who are required to perform the full range of duties in a vacant higher classification or grade level position, up to and including division officer or division manager, where the full range of duties assigned include supervisory responsibilities.

The Higher Classification pay shall be applicable provided the following conditions are met:

A. The higher-level duties performed must be those of a permanent budgeted position that is vacant, either temporarily, because of absence or reassignment of the regular employee, or vacant due to resignation, termination or other such action.

B. ~~In no event shall the total compensation paid to the employee for regular salary and higher classification pay exceed the top step of the higher classification or grade level.~~ In no event shall the total compensation paid to the employee for regular salary and higher classification pay exceed the top step of the higher classification or grade level.

C. The employee receiving higher classification pay will be required to record the title of the vacant higher classification or grade, and in the case of a temporary vacancy, the name of the employee who holds the higher classification position, and the reason for the temporary higher classification assignment. This documentation of the higher classification assignment information on the employee's timecard is required for auditing purposes.

D. The temporary appointment to the higher classification must be approved by the Department Head or their designee, in writing.

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~~E. In cases where an employee may serve in a higher classification capacity for an extended period longer than six (6) months due to expected challenges in filling the budgeted vacancy, the department will seek approval from the Civil Service Department to initiate a provisional recruitment process.~~

~~E.~~ In cases where an employee may serve in a higher classification capacity for an extended period longer than six (6) months due to expected challenges in filling the budgeted vacancy, the department will seek approval from the Department of Human Resources ~~Civil Service Department~~ to initiate a provisional recruitment process.

E. In order for an employee to receive higher class pay, the temporary assignment to the higher classification or grade level must be approved annually in writing by the Department Head or designee via the Higher Classification Pay Authorization request form for each separate higher classification/grade assigned.

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VACATION ACCRUAL MAXIMUM: ARTICLE THREE, SECTION I

Permanent full-time and permanent part-time employees will earn vacation in accordance with the chart below:

Service Years Completed	Max Hours Accrued Per Pay Period*	Annual Accrual	~~Vacation Maximum Accrual*~~	~~Temp.~~ Vacation Maximum Accrual**
Upon hire through 4 years, 5 months ~~3 years~~	3.70	96.2	~~288.6~~	384.8
4 years, 6 months through 11 years, 5 months ~~3 years, 1 month through 6 years, 5 months~~	4.62	120.1	~~360.4~~	480.5
11 years, 6 months through 13 years, 5 months ~~6 years, 6 months through 8 years, 5 months~~	4.93	128.2	~~384.5~~	512.7
13 years, 6 months through 17 years, 5 months ~~8 years, 6 months through 9 years, 5 months~~	5.24	136.2	~~408.7~~	545.0
17 years, 6 months through 18 years, 5 months ~~9 years, 6 months through 10 years, 5 months~~	5.54	144.0	~~432.1~~	576.2
18 years, 6 months through 19 years, 5 months ~~10 years, 6 months through 11 years, 5 months~~	5.85	152.1	~~456.3~~	608.4
19 years, 6 months or more ~~11 years, 6 months or more~~	6.16	160.2	~~480.5~~	640.6

*Based on 80 paid, regularly scheduled hours

~~**Temporary 4-Year Vacation Maximum – 1/1/2021 – 1/7/2027~~

A. The City has a four (4) ~~three (3)~~ year - vacation accrual maximum based on years of service completed. ~~As a result of COVID-19, the City will temporarily added an additional year to total a four (4) year vacation maximum cap. The temporary cap shall be was effective January 1, 2021 and shall expire on January 7, 2027. The vacation cap will revert to a three (3) year maximum effective January 8, 2027.~~ See the above chart for illustrative purposes.

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B. New permanent full-time or permanent part-time employees may utilize accrued vacation hours upon completing six (6) months) of employment.

C. Upon reaching the maximum accrual, employees will cease earning vacation until use of vacation brings the accrual below the maximum.

D. Employees will not be allowed to have negative vacation hours.

E. The use of vacation hours is subject to supervisor/department head approval per the current Salary Resolution, Personnel Ordinance, and Department policies.

F. Upon separation of employment or death, employees or their beneficiary will be paid for all accrued and unused vacation with their final paycheck, at the adjusted hourly rate of pay.

~~G. Time above accrual maximum on January 8, 2027: Employees over the three (3) year accrual maximum on January 8, 2027 will not accrue any additional vacation leave until their accruals fall below their three (3) year accrual maximum. For example, an employee with five (5) years of service and 400 vacation accruals on 1/8/2027, will not be eligible to accrue vacation until they are below the maximum of 360.4 vacation accruals.~~

In Lieu Holiday Accrual Max – Article Three, Section III

A maximum in-lieu holiday accrual for eligible permanent full-time ~~and permanent part-time~~ employees applies as follows:

A. All employees on an in-lieu holiday schedule will be advanced fifteen (15) eight-hour (8) ~~ten-hour (10)~~ in-lieu holidays (120 ~~150~~ hours total) on the first accrual period of January of each year. The advanced in-lieu holiday hours will be accrued at the rate of 4.62 ~~5.77 hours per full pay period of paid time~~ based on 80 paid scheduled hours. The in-lieu holiday accrual is capped at two hundred and forty (240) ~~three hundred (300)~~ hours. Should an employee be at the accrual maximum, no additional in lieu hours will be granted until January of the following year if the accrual balance is below two hundred and forty (240) ~~three hundred (300)~~ hours.

Employees hired after the first accrual period of the year will be credited with 4.62 in-lieu holiday hours for each full pay period of paid time. Thereafter, each January, they shall be advanced in-lieu holiday hours in accordance with the language above.

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In Lieu Holiday Hours	In Lieu Hours Advanced (Start of Year)	Max Hours Accrued Per Pay Period*	In Lieu Holiday Maximum Accrual
Regular / Other Schedule	120.0 ~~150.0~~	4.62 ~~5.77~~	240.0 ~~300.0~~

*Based on 80 paid scheduled hours

B. The advanced in-lieu holiday hours may be used upon receipt; however, the hours will need to be accrued each pay period throughout the year. Employees who leave the city having taken in-lieu holiday leave prior to accruing it will have their separation pay
debited proportionately. Conversely, employees having accrued in-lieu holiday hours that are unused upon separation shall have their final pay credited proportionately.

C. Use of in lieu holiday leave is subject to supervisor and/or department head approval.

D. Employees on an in-lieu holiday accrual schedule do not qualify for personal holiday accruals.

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IAM proposal #64 - Vacation Accrual for Prior Service (NEW)

A. An employee's vacation accrual may be adjusted upon hire to provide the employee with credit for previous full-time employment at a public service agency. The candidate will submit documentation in writing (proof of current vacation accrual rate at previous qualifying employer, etc.) which shall be verified by the employee's Department and submitted in a memorandum for approval by the Human Resources Department. This adjustment to the accrual rates and the corresponding accrual caps shall be effective the first full pay period following approval by the Human Resources ~~Director.~~Department.

   1. A current employee may request that prior public experience count towards an adjustment to the employee's vacation accrual rate by following the procedures as indicated above. This adjustment to the accrual rates and the corresponding vacation accrual maximum shall be effective the first full pay period following approval by the Human Resources Department.

B. Credit for public service shall only be given for completed years of service as a full – time permanent employee. Full-time service is defined as working 2080 hours per year.

C. Vacation accrual caps shall apply to the designated annual hourly accrual rate and vacation accrual maximum.

D. Public Service credit shall not apply to any other benefits.

E. The employee has the responsibility to prove certification of previous public service from the employee's previous employer(s), if so requested.

F. A public service agency may be defined as a federal, state, city, county, or Special District agency that provides programs, goods, or services. A public agency is not defined as a not-for-profit organization or non-governmental organization.

G. Military veterans will be eligible if they have at least 4 years of active ~~supervisory~~ military experience. ~~For the purposes of this section, supervisory military experience must at least include time spent as a Non-Commissioned or Commissioned Officer.~~

~~H. A current employee may request that prior public experience count towards an adjustment to the employee's vacation accrual rate. In order to receive this adjustment, the employee will submit documentation in writing (proof of vacation accrual rate at previous qualifying employer, etc.) which shall be verified by the employee's Department and submitted in a memorandum for approval by the Human Resources Department. This adjustment to the accrual rates and the corresponding accrual caps shall be effective the first full pay period following approval by the Human Resources Director.~~.

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SICK LEAVE – NON-CAREER EMPLOYEES (Article Three, Section IV, Subsection B (LOA move to body of MOU) – IAM Counterproposal in red on 4/23/26 - Revised

A. Sick Leave

It is agreed that permanent full-time and permanent part time employees covered by this MOU will be entitled to earn a maximum of twelve (12) days (ninety-six (96) hours) of sick leave per year according to the chart below.

Accrual Type	Max Hours Accrued ~~p~~Per ~~p~~Pay ~~p~~Period*	Annual Accrual
Sick Leave	3.70	96.2

*Based on 80 paid, regularly scheduled hours

B. Sick Leave – Seasonal and Temporary ~~Non-Career~~ Employees:

~~City of Long Beach employees subject to Assembly Bill 1522, will earn one (1) hour of sick leave for every 30 hours worked, including any overtime hours, up to a maximum accrual of 48 hours. Other eligibility criteria are indicated in the City of Long Beach AB1522 Sick Leave Accrual Implementation Guide.~~
~~1.Maximum Annual Usage – City of Long Beach employees who are subject to Assembly Bill 1522 are limited to sick leave usage of 24 hours within a payroll calendar year.~~

~~In cases where an employee's status changes from Permanent Full-time (PFT) to Seasonal or Temporary Part-time (SPT/TPT), any sick leave hours used in the same payroll calendar year prior to becoming a SPT or TPT, will count toward the maximum sick leave usage allowed per year. If an employee reverts back to a PFT, sick leave accrual and usage allowance will be adjusted accordingly.~~

~~Effective January 1, 2025, Non-career employees shall be able to utilize all accrued, available Sick Leave up to 48 hours.~~

~~2.Maximum Accrual and Rollover – City of Long Beach employees who are subject to AB1522 can accrue sick leave up to a maximum of 48 hours. If the employee has utilized the maximum of 24 hours of sick leave during the payroll calendar period, the employee will continue to accrue sick leave hours up to a maximum of 48 hours. The used sick leave is still counted toward the overall maximum accrual.~~

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1. ~~On January 1, 2024, Under Senate Bill 616 (SB 616), the City issued the full amount of paid sick leave 5 days (or 40 hours), at the beginning of each calendar year for Seasonal/Temporary Non-Career Employees. In addition to the five days (40 hours) required pursuant to SB 616,~~ the City will ~~also~~ advance ~~an additional 8 hours, totaling~~ 48 hours of paid sick leave per calendar year to Seasonal and Temporary employees.

   a. Unused sick leave will not carryover from one year to the next.
   b. Existing employees, who have worked more than 90 days (calculated using the employee's original hire date), will be able to immediately use the full amount of paid sick leave, ~~(5) days (or 40 hours),~~ **48 hours,** on the first day of the calendar year. (Hours will be visible on paystubs for the pay period that includes January 1st).
   c. Newly hired employees will be issued the full amount of paid sick leave ~~required under SB 616,~~ ~~(5) days (or 40 hours),~~ **48 hours,** on the date of hire and will be able to use the full amount of their accruals on the 90th day of employment.
   d. If an employee exhausts their annual sick leave hours, ~~(5) days (or 40 hours),~~ **48 hours,** no new sick leave hours will be issued until the beginning of the next calendar year.

~~2. Effective January 1, 2025, in addition to the five days (40 hours) required pursuant to SB 616, the City will advance an additional 8 hours, totaling 48 hours of paid sick leave per calendar year to Seasonal and Temporary Non-Career employees.~~

~~Newly hired Seasonal and Temporary Non-Career employees will be able to use the full amount of their Sick Leave on the 90th day of employment, and in subsequent years of employment they shall be credited Sick Leave at the beginning of the calendar year. Unused Sick Leave will not carryover from one year to the next. If an employee exhausts their annua sick leave hours, no new sick leave hours will be issued until the beginning of the next calendar year.~~

2. Seasonal/TemporaryEmployees with prior status as a Permanent Full-Time/Permanent Part-Time (PFT/PPT) employee will have accrued sick leave hours retained as a separate allotment, not available for use when in a Seasonal/Temporary status. These hours would reinstate if an employee returned to a status (PFT/PPT) eligible to accrue sick leave under an applicable MOU/City policy. Additionally, these hours would be accessible upon eligible retirement from CalPERS. Seasonal/Temporary Employees

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with no prior status other than Seasonal/Temporary status will have their sick leave hours transferred to the new Sick Leave Bucket.

3. Retired Annuitants are not eligible for sick leave under CalPERS regulations.

C. Use of Sick Leave for Doctor or Dental Appointments or Family Illness

Employees are entitled to use any available Sick Leave hours for diagnosis, care or treatment of a health condition, or for an employee who is the victim of violence (i.e. domestic violence, sexual assault, or stalking), or can be used to cover absences taken for doctor or dental appointments, bereavement leave, reproductive loss leave or to care for an eligible family member's illness, or to attend to their ill or injured child (of any age), parent, spouse, domestic partner, parent-in-law, grandparent, grandchild, siblings, **stepchildren, stepparents, ~~step siblings,~~ foster child, in loco parentis,** or a designated person, as defined by state and/or federal law.

~~In addition to the usage of sick leave hours, when an employee is personally ill or disabled, they shall be entitled to use any accrued sick leave for absence from duty for personal doctor or dental appointments or to attend to their ill or injured child (of any age), parent, spouse, domestic partner, parent-in-law, grandparent, grandchild, siblings, or a designated person, in accordance with the California Family Rights Act (CFRA).~~

D. Catastrophic Leave

Catastrophic Leave donations for eligible employees will only be allowed in circumstances where an employee has exhausted all available leave accruals, and are no longer covered by STD or LTD, if applicable, whether the donations are requested to cover a personal or family related illness. The City will provide the union a list of members on catastrophic leave at the beginning of each month commencing October 1, 2023 and the beginning of each calendar month after that.

E. Employees may not be terminated or retaliated against for using or requesting the use of issued paid sick leave.

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City Proposal #15: Section IV - Bilingual Pay (Article II, Section IV)

The City agrees that the skill pay when routinely and consistently assigned to ~~for regular and frequent~~ use ~~of~~ certified oral ~~and/or written~~ bilingual skills will apply to all classifications.

Employees are eligible to receive bilingual skill pay if both of the following conditions are met:

a. The employee has certified oral ~~and/or written~~ bilingual capacity in English and an additional eligible language. Eligible languages include Spanish, Khmer, Tagalog, Vietnamese, Samoan, American Sign Language or other languages designated by the City Manager, or other appointing authority; and

b. The employee is assigned to a position that has been determined by a Department Head to benefit from bilingual ability, and to have frequent or significant interactions with the public (including vendors or city contractors) for the majority of the employee's regular, daily course of duty **or is a first-line emergency responder** (Special Services Officers assigned to **patrol or custodial ~~setting~~** assignment; Harbor Patrol Officers, Ambulance Operators). Bilingual skill pay will be provided for employees who have skills in American Sign Language when their interaction with the public (including vendors or city contractors) is in person, face-to-face.

~~Effective the pay period that includes October 1, 2023 or the first full pay period following City Council adoption, whichever comes later,~~ Employees who meet all the criteria shall be paid an additional one dollar and fifty cents ($1.50) ~~**three dollars ($3.00)**~~ per hour. The program shall be governed by the procedures outlined in the Personnel Policy and Procedure regarding Skill Pay. Upon the employee's certification to receive bilingual skill pay, payment shall be made retroactively to the date the employee was assigned to begin utilizing bilingual skills in the course of duty.

~~**Any employee who uses certified bilingual skills for fifty percent (50%) plus one (1) of their regular work time, averaged over a pay period, shall be compensated at the hourly bilingual rate for all hours worked and shall not be compensated on a per diem basis.**~~

Bilingual pay shall also be paid on a per diem basis to those who are certified by the Department of Human Resources ~~Civil Service~~ and use said bilingual skills of a language deemed necessary by the City Manager or other appointing authority and the Department Head on an as-needed basis. Employees pending approval for and/or approved for per diem compensation shall be responsible for tracking the use of bilingual skills to ensure accurate compensation.

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PAID ADMINISTRATIVE LEAVE (Article Six, Section XVI

~~The City will initiate a meet and confer with the IAM by June 30, 2024, regarding the implementation of paid administrative leave for the summary suspension of classified employees.~~

The City provides Administrative Leave to employees removed from the workplace pending investigation of alleged misconduct and/or other situations where the City has determined an employee or employees should not remain in the workplace. Administrative Leave under this policy may only be utilized with the express approval of the Director of Human Resources or designee.

I. DEFINITIONS

A. Administrative Leave

Administrative Leave is temporary paid leave from an employee's position paid at the employee's adjusted rate of pay for any scheduled workdays and with any applicable benefits.

II. PROCEDURES

- **Use of Administrative Leave**

  Employees will only be placed on Administrative Leave in situations requiring immediate removal from the workplace pending investigation of alleged misconduct and/or other situations where the City has determined an employee or employees should not remain in the workplace. Such circumstances are limited and case-specific and include but are not limited to threats to the health and/or safety of employees, persons or property. Use of Administrative Leave under this policy requires the express approval of the Director of Human Resources or their designee.

  Note: The City reserves the right to place any employee on unpaid leave due to allegations of extraordinary conduct including but not limited to crimes of moral turpitude, and/or in cases of a Medical Review Officer verified positive test for drugs or alcohol. Classified employees placed on unpaid leave will be placed on Summary Suspension in accordance with Article VII, Section 87, of the Civil Service Rules & Regulations.

Ashley Gmuca 5/27/26

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- **Approval for Administrative Leave**
  Administrative Leave under this policy may only be utilized with the express approval of the Director of Human Resources or their designee.

- **Duration of Administrative Leave**
  Administrative Leave is not to exceed a 30 business-day period. The 30 business-day period is to be used to conduct an administrative investigation of alleged misconduct and/or resolve the situation that required the employee(s) to be removed from the workplace. Extensions may be granted by the Human Resources Director or designee in periods up to 30 business days.

- **Extension of Administrative Leave**
  Departments with employees on Administrative Leave may request extensions in up to 30-day intervals. Extensions must be approved by the Director of Human Resources or their designee. Departments must be prepared to brief the Director of Human Resources or their designee on any requests for extension of Administrative Leave.

- **Administrative Leave Pay**
  Administrative Leave (pay code: AP) is paid at an employee's adjusted rate of pay for any scheduled workdays and with any applicable benefits. Employees receive Administrative Leave pay for regularly scheduled work shifts and are not compensated for Unscheduled Hours, Standby, Call-Back, etc., regardless of routine assignment to these shifts. If applicable, benefit continuance is maintained through regular deductions of benefit premiums from an employee's paycheck.

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City Proposal #17 NIGHT SHIFT DIFFERENTIAL (Article II, Section VI) - REVISED

Night shift differential shall be compensated at two dollars ~~one dollar and fifty cents~~ ($2.00 ~~1.50~~) per hour.

- When regularly assigned to the Police Department Information Management Division (Watch 1 or Watch 3) or Jail section – Booking Detail (Night Shift), the following classifications shall be compensated at $4.40 per hour:
  - Clerk Supervisor
  - Clerk Typist I – III

~~Effective the pay period that includes October 1, 2023, or the first full pay period following City Council adoption, whichever comes later, Night Shift Differential shall increase from $1.50 to $2.00.~~

SCHEDULED HOURS

Night shift differential for scheduled hours shall be paid to any employee whose regular schedule requires the employee to work between the hours of 6:00 p.m. and 6:00 a.m. provided that either:

A. The employee works 1/2 (50%) or more of the regularly scheduled shift between the hours of 6:00 p.m. and 6:00 a.m. These employees shall be eligible to be paid the additional rate established by this Section for each hour worked during the entire work shift; or

B. The employee works between the hours of 6:00 p.m. and 6:00 a.m. as part of a "split shift." Split shift is defined as a shift of eight (8) or more non-continuous work hours in a single day, separated by a break of at least three (3) non-working hours during the shift. The employee shall be paid the night shift differential established by this Section only for each hour actually worked between the hours of 6:00 p.m. and 6:00 a.m.; or

C. Employees who work a twelve-hour shift that begins or ends at midnight shall be paid Night Shift Differential for only those hours worked between the hours of 6:00 p.m. and 6:00 a.m.

D. Employees are not eligible for night shift differential pay for special assignments. For the purposes of night shift differential, a special assignment is an assignment where an employee is temporarily assigned to a work shift between the hours of 6:00 pm and 6:00 am, on a short term and/or limited basis, and is expected to return to a regular work shift that is not eligible for night shift differential. An assignment would be considered a regularly scheduled shift when an employee has a work schedule

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change to a work shift within the hours of 6:00 pm and 6:00 am for a minimum of one full pay period and there is no intent or expectation that the employee will return to a shift that is not eligible for night shift differential pay.

UNSCHEDULED HOURS

E. ~~D.~~ Employees who work unscheduled hours between the hours of 6:00 pm and 6:00 am ~~as part of an overtime, extended or call back shift~~ shall be paid the Night Shift Differential only for each hour ~~actually~~ worked between the hours of 6:00 pm and 6:00 am.

~~Employees are not eligible for night shift differential pay for special assignments. For the purposes of night shift differential, a special assignment is an assignment where an employee is temporarily assigned to a work shift between the hours of 6:00 pm and 6:00 am, on a short term and/or limited basis, and is expected to return to a regular work shift that is not eligible for night shift differential. An assignment would be considered a regularly scheduled shift when an employee has a work schedule change to a work shift within the hours of 6:00 pm and 6:00 am for a minimum of one full pay period and there is no intent or expectation that the employee will return to a shift that is not eligible for night shift differential pay.~~ (moved to D)

~~Employees are not eligible for night shift differential pay for an overtime shift between the hours of 6:00 pm and 6:00 am, unless it is an extended shift. An extended shift applies to an employee who receives night shift differential for a regularly scheduled work shift and works continuous hours beyond the regularly scheduled work shift between the hours of 6:00 pm and 6:00 am. Coming in prior to the shift would not qualify for night shift differential.~~

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City Proposal #21: Holidays: Article 3, Section VI (Revised)

Section VI – Holidays

A. The following eleven days shall be observed as holidays (15 total including personal holiday leave) for permanent full-time and permanent part-time employees.

1. New Year's Day – January 1
2. Martin Luther King Jr. Day – 3rd Monday in January
3. Washington's Birthday – 3rd Monday in February
4. Memorial Day – Last Monday in May
5. Juneteenth – June 19
6. Independence Day – July 4
7. Labor Day – First Monday in September
8. Election Day – First Tuesday after November 1st
9. Thanksgiving – Fourth Thursday in November
10. Day after Thanksgiving – Friday after Thanksgiving
11. Christmas Day – December 25
12. Personal Holiday Leave – (4 days / 32.0 hours)

B. Also included is every day appointed by the President of the United States or the Governor of the State of California to be a public holiday, ~~or~~ and by the City Council of the City of Long Beach to be a City holiday. In no instance will employees receive more than 15 holidays per calendar year unless authorized or approved by the President, Governor and City Council, as indicated above. The Union will agree to reduce one holiday if the State or City Council mandates a Cesar Chavez holiday to maintain a total of 15 holidays. In the event that the Federal, State, and City Council mandates Cesar Chavez Day as a holiday, the City will meet and confer with the Union. This provision shall also apply to the credit applicable to personal holidays.

C. ~~B.~~ For permanent full-time employees, ~~H~~holidays are paid based on eight (8) hour workdays on the day the holiday is observed regardless of the number of regular work hours on that day.

D. ~~C.~~ Employees on alternate work schedules may be required to apply eligible leave accruals, such as Vacation or Personal Leave for each holiday that falls on a workday totaling more than 8 hours.

E. ~~D.~~Alternatively, supervisors may give their employees the option of working the additional time during the workweek when the holiday is observed, not the pay period, in lieu of using leave accruals.

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F. ~~E.~~If any of the foregoing holidays fall on an employee's regularly scheduled day off (E.g., weekend or RDO), the employee may take an alternate day off, for the holiday, within the same work week. The employee's regular day off shall not change and should remain as the regular day off as usual on the timesheet. The employee will code and observe the holiday ~~(OH)~~ on a different day within the same workweek on the timesheet.

G. All permanent full-time and permanent part-time employees on a regular holiday schedule who work on a holiday, shall receive compensation or time-off at the rate of time and one-half for the holiday time worked.

H. Permanent part-time employees are only eligible to receive holiday pay on days/hours they are regularly scheduled to work.

I. Employees must be in a paid status the day immediately preceding the holiday or the day succeeding the holiday to qualify for holiday pay.

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#8– PERSONAL HOLIDAY ACCRUAL MAXIMUM: ARTICLE THREE, SECTION II – NEW City Proposal as of 4/1/26

A maximum personal holiday accrual for eligible permanent full-time and permanent part-time employees applies as follows:

Permanent Full Time

Personal Holiday Hours	Hours Advanced	Max Hours Accrued Per Pay Period*	Accrual Maximum
Regular Holiday Schedule	32.0	1.24	64.0

***Based on 80 paid scheduled hours**

Permanent Part Time

Personal Holiday Hours	Hours Advanced	Max Hours Accrued Per Pay Period*	Accrual Maximum
Regular Holiday Schedule	0.0	0.924	48.0

***Based on 80 paid scheduled hours**

A. ~~All p~~Permanent full-time employees on a regular holiday schedule will receive four (4), eight-hour (8) personal holidays, which will be advanced on the first accrual period of each calendar year (32.0 total hours). The personal holiday accrual is capped at sixty-four (64) hours. Although hours are advanced, employees are responsible for accruing said hours which will be at a rate of 1.24 hours based on (80) paid scheduled hours ~~per full pay period of paid time~~.

B. Permanent Full Time ~~E~~employees hired after the first accrual period of the year will be credited with 1.24 personal holiday hours for each full pay period of paid time. Thereafter, each January, they shall be advanced four (4) personal holidays (32 hours) in accordance with the language above.

C. Should an employee be at or near the accrual maximum on the first pay period of January (when hours are advanced), the employee will only receive hours up to the maximum. No additional personal holiday hours will be granted until January of the following year.

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D. Permanent part-time employees shall accrue personal holiday leave at the rate of .924 hours for every 80 hours (approximately .012 per hour) of paid time.

E. Use of personal holiday time is subject to supervisor and/or department head approval, in accordance with Division/Bureau/Department procedures.

F. Employees who leave the City having taken personal holiday leave prior to accruing it will have their separation pay debited proportionately.

G. Cash payment for any properly authorized and/or accumulated unused personal holiday time off shall be made only:

1. Upon an employee's separation of employment with the City;
2. When an employee is on a leave of absence pending the approval of an application for ordinary or service-connected disability retirement which has been filed by the employee or by the City on behalf of the employee. The amount of such additional compensation to be paid shall be computed by multiplying the employee's adjusted hourly rate of compensation for the position held by said employee by the number of accrued and unused personal holiday hours to which the employee is entitled. In the event the application for ordinary or service-connected disability retirement is disapproved, the employee shall not be entitled to any holiday or unused portion thereof, for which a lump sum payment has been received.

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IAM Proposal #67: Court Appearance Pay – Article Eight, Section III

1. Employees in the classifications of ~~**Identification Technician,**~~ **Forensic Specialist I – II, Forensic Specialist II - NC,** Forensic Specialist Supervisor, **Police Property & Supply Clerk I – II,** Public Safety Dispatcher I-IV, Communications Center Supervisor and Communications Center Coordinator shall be eligible for the following court appearance pay:

A.M. "On Call"	1 hour of overtime
P.M. "On Call"	1 hour of overtime
A.M. "Be There"	3 hours of overtime
P.M. "Be There"	Hours actually worked at the overtime rate if the employee was on "be there" status in the A.M. However, if an employee is required to report to court in the P.M., and is released from court by the Prosecutor or District Attorney, the employee shall receive a minimum of ½ hour of overtime or hours actually worked, whatever is greater.

Employees ordered to P.M. "Be There" who were not on "Be There" status for the A.M., will receive 3 hours of overtime.

For Orange and Los Angeles Counties, employees will also be credited with driving time from the Public Safety Building to the court of appearance and return. For appearances out of the Los Angeles or Orange Counties, the Court Affairs Sergeant will review travel arrangements and approve compensation for travel and court time in advance.

2. Section II – Professional Units (Basic and Supervisory)

Employees in the classifications of Criminalist I – III, Criminalist Supervisor, and Public Health Associate III (that are assigned to the jail – "Jail Nurse"), shall be eligible for the following court appearance pay: (No other changes)

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IAM Proposal #3: **Termination of Unclassified ~~(including Non-Career)~~ Employment - Article Six, Section XIII**

When an unclassified, as-needed, temporary, or seasonal employee (Non-Career) in a City Manager department is terminated, they shall receive written notice that includes the effective date and the reason for their termination. The notice will inform the employee that they have **ten (10) ~~five (5)~~ business days,** starting the first business day after ~~from~~ the effective date of the termination to submit a written response to the Director of Human Resources (or their designee), ~~their department Administrative Officer/designee~~ indicating why they should not be terminated (unless the termination is due to the end of an as needed, temporary, or seasonal assignment, a reduction in hours, or the elimination of the position). The Director (or their designee) ~~department~~ will review the written response and respond in writing including the basis for its decision ~~includes an explanation for its decision~~ within ten (10) business days of the submitted response. The Director's (or their designee) ~~department's~~ decision will be final. Employees will be provided with contact information for submission of their written response.

For employees in non-City Manager departments, the same procedures will apply, however, employees would submit a written response to their Department Head (or their designee).

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IAM Proposal #17: Work out of Classification: Article Six, Section XIV

A. An employee who believes they are working out of their classification, as defined as continually assigned duties that either belong to or are more appropriately encompassed by another classification more than 25% of the time (Measured over a 30-business day period), can request a position desk audit to be completed. Upon completion of the desk audit documents by the employee and supervisor, the department will submit the desk audit to the Department of Human Resources within 10 business days. ~~The position desk audit will be completed within 120 calendar days from the date the completed form is submitted to the Department of Human Resources~~.

B. When an employee is assigned to duties outside of the scope of their classification, the duration and performance expectations for such duties **shall** ~~should~~ be communicated to the employee, **in writing,** and provided with training, where applicable. **This notification shall be given to the employee within ten (10) business days of** ~~**in advance of**~~ **the assignment of duties.**

C. An employee cannot be assigned to duties outside of the scope of their classification if the other classification requires a specialized license, education or training, which the employee does not have.

D. This provision is not applicable to duties associated with an approved Higher Classification pay assignment.

E. The Department of Human Resources will conduct a position desk audit which will be completed within 120 calendar days from the date the completed form is submitted by the department, and will serve as the final arbiter of determinations of whether the employee is working out of classification. The Department of Human Resources will provide a recommendation to the employee's Department Head, and the position desk audit can result in either of the following determinations:

1. The duties performed are within the job classification and no changes are made.
2. The duties performed are not within the job classification and the out of classification duties will be reallocated to the appropriate position.

Upon receiving the recommendation from the Department of Human Resources, the Department Head has 30 (thirty) **calendar** days to implement the recommended determination.

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City Proposal #19: Article II, Section IX - Standby Pay

Based on the criteria outlined below, eligible employees shall receive standby pay at ~~Effective the pay period that includes October 1, 2023 or the first full pay period following City Council adoption, whichever comes later, Standby Pay shall be increased from one dollar and fifty cents ($1.50) to~~ two dollars ($2.00) per hour ~~for each full hour of standby duty.~~

A. Employees who are released from active duty but are required by their departments to leave notice where they can be reached and be available to return to active duty when required by the department shall be said to be on standby duty.

B. Standby duty shall, whenever possible, be assigned to employees on a voluntary basis. When voluntary assumption of standby duty by employees is insufficient to meet the needs of the department, then such duty will be assigned on a rotational basis whenever possible within affected work units.

C. Standby duty requires that employees so assigned shall be ready to respond within 30 minutes, be reached by telephone or other communicating devices, and refrain from activities which might impair their ability to perform assigned duties. Employees not obligated to remain on standby have no obligation to meet these requirements. Employees accepting standby assignments not able to meet the above criteria due to distance must make prior arrangements with management before accepting the standby assignments.

D. Based on the criteria outlined above for standby duty, eligible employees for the following classifications below shall be compensated for standby duty at three dollars ($3.00) per hour ~~for each full hour of standby duty:~~

- Criminalist I - II
- Forensic Specialist II
- Forensic Specialist Supervisor

a. Effective the pay period that includes October 1, 2026, or the first full pay period following City Council adoption, whichever comes later, standby duty for the following eligible employees for the following classifications below shall be compensated at four dollars ($4.00) per hour:

- Communications Center Supervisor
- Criminalist I - II
- Forensic Specialist II
- Forensic Specialist Supervisor
- Public Affairs Assistant I – III (assigned to PD)
- **Public Safety Dispatcher I - IV**

City response: The City accepts the proposal from IAM on 5/27 to add Public Safety Dispatchers and proposes to add additional classifications (PA assigned to PD, CCS) and increase the rate for the classifications in letter D to $4

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Artificial Intelligence – Article VI, Section NEW

The City retains its right to determine and/or change the City's methods, equipment, apparatus, and technology and will comply with its obligation to meet and confer in accordance with applicable law regarding the reasonable foreseeable impacts to employees of implementation and use of artificial intelligence or automated technologies for operational or other non-disciplinary purposes. However, The City of Long Beach shall not rely exclusively on artificial intelligence (AI), algorithmic decision-making tools, or automated systems, to evaluate, score, recommend, determine, or otherwise influence employee work performance, discipline, performance ratings, or investigatory outcomes for employees represented by IAM. All such determinations shall be made solely by a qualified management representative with independent authority to impose discipline, and consistent with ~~due process and~~ the provisions of this MOU. Any employment-related action involving an IAM-represented employee must be supported by independent human investigation, observation, and verification of the underlying facts. AI-generated outputs may be used only as a supplementary tool and shall not substitute for managerial judgment, independent fact-finding, or due process (when applicable).

The City shall not create, obtain, train, model, or utilize digital replica, biometric identifier, voiceprint, image, likeness, work product, or other personally identifiable information of an IAM-represented employee for purposes of AI training, modeling, simulation, monitoring, or analysis without the employee's prior written consent.

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EDUCATION ASSISTANCE (Article VI, Section XI)

The City proposes to continue Education Assistance for eligible employees with the remaining balance from the last contract term. However, once the remaining balance has been used, further funding will not be available for the rest of the contract term. Additionally, the following language is proposed to strike below:

Permanent full-time or permanent part-time employees who are enrolled in an accredited job and/or career-related college or university study program during off-duty hours are eligible to receive tuition reimbursement in accordance with the following schedule.

Continuing Education Programs/Certificates offered through an accredited college/university directly related and/or in the field of an IAM position also qualify.

~~**Semester/Quarter Payment Schedule**~~

~~**1.0 through 5.9 semester units**~~	~~**$375.00**~~
~~**1.0 through 7.9 quarter units**~~	~~**$375.00**~~
~~**6.0 or more semester units**~~	~~**$400.00**~~
~~**8.0 or more quarter units**~~	~~**$400.00**~~
~~**Community College**~~	~~**$120.00**~~
~~**Total maximum per fiscal year**~~	~~**$800.00**~~

Semester/Quarter Payment Schedule

1.0 through 6.00 semester/quarter units	$1,869.00
6.0 through 8.0 or more semester/quarter units	$3,225.00
Community College	$552.00

Continuing Education Programs/Certificates offered through an accredited college / university up to $3,000.00.

Total maximum per fiscal year: $3,225.00

Requests for Education Assistance will be considered in order of the date received and reimbursement will be made until the funds budgeted for Education Assistance are no longer available for each fiscal year. ~~The parties agree to convene a Labor Management Committee ("LMC") to discuss how much funding, if any, the City will budget for the education assistance program for FY25, and FY26 and how it will be distributed to employees covered by this agreement. This LMC will be initiated by December 1, 2023 with the goal that the negotiations about this topic will be completed by July 31, 2024~~.

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LETTER OF AGREEMENT
CITY OF LONG BEACH AND INTERNATIONAL ASSOCIATION OF MACHINISTS AND AEROSPACE WORKERS (IAM)

RE: ADMINISTRATIVE ANALYSTS PERFORMING PERSONNEL AND HUMAN RESOURCES RELATED DUTIES

This Letter of Agreement is entered between the City of Long Beach ("City") and the International Association of Machinists and Aerospace Workers hereinafter called "IAM" (collectively "the Parties").

WHEREAS, the City and IAM have agreed during the 2026-2029 MOU negotiations to meet and ~~confer~~ discuss the Administrative Analyst classification. These discussions will be specific to Administrative Analysts performing personnel and human resources related duties Citywide and the classification designated to perform these duties; and

~~WHEREAS, pending resolution of this matter, the City agrees that Administrative Analysts assigned to Harbor Human Resources who are performing personnel and human resources – related duties shall receive a one dollar ($1.00) per hour skill pay. This skill pay shall remain in effect until the matter is resolved through the meet-and-confer process or otherwise agreed upon by the City and IAM; and,~~

NOW THEREFORE, the Parties agree that these discussions will begin in February 2027. In the event the City recommends revisions to the classification or its use to perform personnel and human resources-related duties the City agrees to meet and confer with the IAM in accordance with Government Code section 3505.

IT IS SO AGREED.

For the Parties:

SARAH GREEN	ASHLEY GUNCKEL
Deputy Director of Human Resources	Special Business Representative
City of Long Beach	International Association of Machinists and Aerospace Workers
Date:	Date:
Ashley Gunckel 10/14/26	10/14/26
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IAM Proposal #70: Mental Health Professional Classification Study

The City shall conduct a study to evaluate the need for ~~**create**~~ **a Mental Health Professional classification within the Health Department, beginning February 1, 2027. Upon completion, the City shall** communicate the findings of the study in a presentation ~~**provide the study**~~ **to the Union.** ~~**and meet and confer over the findings and any proposed creation of the classification.**~~ The City will meet and confer with the Union if it is determined that there is a need and support to adopt a new classification.

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NEW ARTICLE: ACTING SPECIAL SERVICES OFFICER IV TEMPORARY ASSIGNMENTS FOR THE JAIL

The City proposes a Letter of Agreement to establish a standardized framework governing acting supervisor opportunities and associated training.

Jail SSO IV Temporary Acting Assignments

1. Jail Section leadership will run a recruitment process to establish a pool of SSOs for acting supervisor opportunities.

2. Eligibility will be based on the following provisions at the time of application:
   a. Special Services Officer III assigned to the jail.
   b. Successful completion of probation (2088 hours).
   c. Successful completion of the BSCC training academy.
   d. Currently in good standing, defined as having no sustained Internal Affairs allegations that resulted in a suspension within the twenty-four (24) months preceding the closing date of the application period.
   e. Demonstrated ability to assume the full range of responsibilities associated with the SSOIV role.

3. SSOs included in this pool may voluntarily opt out at any time by providing written notice to the Jail Lieutenant without prejudice to their ability to reapply in the future.

4. The pool will be maintained by the Jail Lieutenant. All acting assignments made will be communicated in writing to the employee's chain of command, including the name of the employee and the dates of the acting appointment.

5. The Department retains the right to make acting assignment decisions consistent with operational needs, including but not limited to the following factors:
   a. Whether the absence is continuous or intermittent in nature.
   b. The anticipated length of the absence.
   c. Operational needs.
   d. The availability and readiness of the SSO.

6. Within 60 days of establishing the pool, all eligible employees in the pool will be scheduled to complete required training of supervisory SSOs including but not limited to the Corrections Officer Core Course (Title 15, CCR, Section 1020).
7. All training activities will be documented in a centralized training log maintained by the Jail Section Training Compliance Coordinator.

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NEW ARTICLE: SSO Temporary Assignments: Article VIII, Section IV

SSO Temporary Reassignment

In the event the Police Department determines that a temporary reassignment of a Special Services Officer (SSO) is operationally necessary, the following process shall apply:

A. Temporary Reassignment of SSOs shall be utilized by the Chief of Police to move department personnel to a specific assignment for a specific period of time to meet the department's need.
B. This does not apply to transfers as a result of discipline, disability, or acts beyond managements control.
C. This does not apply to a single shift reassignment to cover a critical department need or reassignment during department-wide tactical alerts.
D. There shall be two (2) types of reassignment transfers; Voluntary (temporary) and Involuntary (temporary)

1) Voluntary Temporary Reassignment Procedure:

a. Job announcements shall be posted for a minimum of two weeks prior to the beginning of the selection process.
b. The job announcement shall be publicized throughout the department using e-mail and Watch Reports.
c. The job announcement shall include but is not limited to: hours and days off, prerequisites of the position, training requirements after transfer, and dates that the resumé or other qualifying material shall be turned in.
d. Once selection has been made, and approved by the Chief of Police, the Division Commander shall notify the Personnel Division, so that the appropriate transfer forms can be completed.
e. The temporary reassignment will be limited to a maximum of 90 ninety calendar days. If the voluntary reassignment is reauthorized or extended, the employee in the reassignment shall first be offered the opportunity to continue in the reassignment. If the employee declines, then the Department will post the voluntary reassignment opportunity as provided in this section.

2) Involuntary Temporary Reassignment Procedure:

a. Involuntary transfers shall be made at the discretion of the Chief of Police (or their designee).
b. The Department shall provide the affected employee with a 14 calendar days' notice of change of assignment.

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c. In emergency situations arising from sudden illness, injury, or other unanticipated operational need, the Department shall provide ~~as much~~ twenty-four (24) hours advance notice when feasible.
d. Emergency temporary reassignments arising from illness or injury shall be limited to the duration of the immediate operational need.
e. Involuntary temporary reassignments shall consider the Special Services Officer's qualifications, operational needs of the department and departmental seniority within the SSO classification.
f. Seniority shall be one factor among several and shall not supersede the operational requirements of the department.
g. The Department shall make reasonable efforts to distribute temporary reassignments in an equitable manner, where operationally feasible.
h. Prior to issuing a mandated temporary reassignment, the Department will make reasonable efforts to address the staffing shortage through voluntary means from other details. Mandatory reassignment shall be utilized only when voluntary efforts have been exhausted or are not feasible given operational needs.
~~i.~~ No Special Services Officer shall be subject to an involuntary temporary reassignment exceeding ninety (90) calendar days within any one hundred eighty (180) calendar day period, absent evaluation of the temporary assignment absent and mutual agreement between the Department and the Special Services Officer.
j. When the operational need giving rise to the temporary reassignment has been resolved, the Department shall return the temporarily reassigned Special Services Officer to their permanent detail assignment at the earliest operationally feasible opportunity.

Ashley Gruneke 10/14/26
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NEW Proposal: Epidemiologist Classification revision

The City agrees to ~~reevaluate and~~ revise the Epidemiologist classification within the Health Department. The Human Resources Department will initiate the revision process with the Health Department, beginning June ~~February~~ 1, 2027. The City will ~~conduct a~~ meet and confer with the Union to discuss the proposed revisions ~~adopt changes made~~ to the Epidemiologist classification specification.

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Certificate & Prof Licensure Reimbursement

The City shall reimburse employees in the Health and Human Services Department ~~**professional basic and professional supervisor bargaining units**~~ **for costs associated with maintaining any license and certification required as a condition of employment or necessary to perform assigned job duties should the employees funding allow the aforementioned costs to be reimbursed by** an applicable ~~**the**~~ **grant.**

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EMT Recertification Reimbursement for Full-time Ambulance Operators

The City shall reimburse the cost of EMT recertification for full-time Ambulance Operators who meet the following eligibility requirements:

- **Employees become eligible for reimbursement after completing one (1) year of continuous full-time employment (2,088 scheduled hours).**
- **Reimbursement will be provided every two (2) years upon successful completion of the required EMT recertification.**
- **Employees must submit proof of recertification and proof of payment before reimbursement is issued.**

Ashley Gmeiner 10/7/24
FOR THE UNION DATE

6/7/24
FOR THE CITY OF LONG BEACH DATE

TENTATIVE AGREEMENT
BETWEEN THE INTERNATIONAL ASSOCIATION OF MACHINISTS AND AEROSPACE WORKERS, LOCAL 1930 AND THE CITY OF LONG BEACH, CA

#16 MARKSMANSHIP PAY (Article II, Section V)

A. Marksmanship pay for Special Services Officer III-IV Armed, Harbor Patrol Officer I – III, who are required to attain a required degree of proficiency in marksmanship in the performance of their duties, shall receive additional compensation as provided below:

Badges	Annual Amount	Pay Period Amount*
Marksman	$48.00	$1.85
Sharpshooter	$96.00	$3.69
Expert	$192.00	$7.38
Master	$384.00	$14.77

*This is calculated based on 26 pay periods.

- ~~Marksman $ 48.00/year~~
- ~~Sharpshooter $ 96.00/year~~
- ~~Expert $192.00/year~~
- ~~Master $384.00/year~~

B. Marksmanship badges will be issued based on the point system below:

Badges	Point System
Marksman	80.0 to 84.9
Sharpshooter	85.0 to 89.9
Expert	90.0 to 94.9
Master	95.0 to 100

1. The Chief of Police or their designee shall set the qualifying schedule.
2. The additional compensation shall be paid and reported beginning the first full pay period in March and ending in February the following year ~~once a year in December~~.
3. Members who achieve marksmanship qualifications in 2026 will be compensated in one lump sum in December 2026. Beginning in 2027, members who achieve marksmanship qualifications will be compensated per pay period beginning ~~starting~~ the first full pay period in March. (moved from #8)
4. Members must retest every year according to the qualification schedule, to earn the additional compensation amount for that year.
5. The determination of the Chief of Police, or their designee, on all scoring is final and conclusive.

FOR THE UNION DATE 5/27/26

FOR THE CITY OF LONG BEACH DATE 5/27/26

6. The City shall not be entitled to a refund in the event of ~~death or~~ separation from the department. For those who separate from the City, the remaining compensation earned will be paid in one lump sum.

7. The weapon used to qualify shall be an approved handgun as authorized by the employee's department.

~~8. Members who qualify as described above who separate from City employment before the annual payment in December, shall receive the marksmanship pay for which they have qualified that year.~~

~~9. Members who achieve marksmanship qualifications in 2026 will be compensated in one lump sum in December 2026. Beginning in 2027, members who achieve marksmanship qualifications will be compensated per pay period beginning starting the first full pay period in March.~~

FOR THE UNION DATE

FOR THE CITY OF LONG BEACH DATE

CITY OF LONG BEACH

Department of Human Resources
411 W. Ocean Boulevard, 10th Floor
(562) 570-6621 FAX (562) 570-6107

BRYCE M. TYLER
Director of Human Resources

June 9, 2026 Sent via Email

Ashley Gunckel
International Association of Machinists and Aerospace Workers (IAM), DL 947
535 W. Willow Street
Long Beach, CA 90806

Dear Ms Gunckel:

During the 2026-2029 MOU negotiations process between the International Association of Machinists and Aerospace Workers (IAM) and the City, the City agreed to Doxxing and Safety Protocols.

The City acknowledges that it maintains, and will continue to maintain, access to a vendor or service provider to assist in addressing online safety concerns, including doxxing-related risks. The selection of such vendor or provider may change at the City's discretion, provided that comparable services and protections remain in place. The parties further agree that any issues related to doxxing shall be promptly reported to the City Safety Officer for review and appropriate action. In addition, these matters may be raised and discussed within the framework of established Safety Committee meetings to ensure ongoing awareness, evaluation, and response.

The City also reaffirms its obligation to establish, promulgate, and/or modify rules and regulations, as well as policies and procedures related to employee safety and health. This includes taking appropriate steps to address emerging threats and ensure a safe working environment for all employees.

If you have any additional questions regarding this matter, please feel free to contact me at (562) 570-6254.

Sincerely,

Sarah Green

Sarah Green
Deputy Director of Human Resources

cc: Bryce M. Tyler, Director of Human Resources
Sandra Aguilar, Human Resources Officer, Labor Relations
Sheree Valdoria, Human Resources Officer, Labor Relations
Stephanie Herrera, Personnel Analyst, Labor Relations
Sunita Martin, Personnel Analyst, Labor Relations

CITY OF LONG BEACH INCORPORATED 1897

CITY OF LONG BEACH

Department of Human Resources
411 W. Ocean Boulevard, 10th Floor
(562) 570-6621 FAX (562) 570-6107

BRYCE M. TYLER
Director of Human Resources

June 9, 2026 Sent via Email

Ashley Gunckel
International Association of Machinists and Aerospace Workers (IAM), DL 947
535 W. Willow Street
Long Beach, CA 90806

Dear Ms Gunckel:

During the 2026-2029 MOU negotiations process between the International Association of Machinists and Aerospace Workers (IAM) and the City, the parties discussed IAM's request that the City provide mandatory MOU Representational and Leave Law Training.

The City acknowledges its intent to provide training programs necessary to support compliance with the MOU, applicable labor laws, and employee leaves. The parties agree that the City will provide training to employees in positions that supervise bargaining unit members that will cover the provisions of the IAM Memorandum of Understanding (MOU), union representation rights, and applicable leave laws no later than October 1, 2027.

Such training is intended to ensure consistent understanding and application of contractual obligations, employee rights, and legal requirements across all levels of supervision.

If you have any additional questions regarding this matter, please feel free to contact me at (562) 570-6254.

Sincerely,

Sarah Green

Sarah Green
Deputy Director of Human Resources

cc: Bryce M. Tyler, Director of Human Resources
Sandra Aguilar, Human Resources Officer, Labor Relations
Sheree Valdoria, Human Resources Officer, Labor Relations
Stephanie Herrera, Personnel Analyst, Labor Relations
Sunita Martin, Personnel Analyst, Labor Relations

CITY OF LONG BEACH INCORPORATED 1897

TENTATIVE AGREEMENT
BETWEEN THE INTERNATIONAL ASSOCIATION OF MACHINISTS AND AEROSPACE WORKERS, LOCAL 1930 AND THE CITY OF LONG BEACH, CA

EMPLOYEE ORGANIZATIONAL RIGHTS AND RESPONSIBILITIES (Article I, Section V)

F. Representational Time-Off

1. Pursuant to relevant Government Code Sections, the City shall allow a reasonable number of Union employee representatives (Union Officers, Shop Stewards, and Site Representatives), and/or employees, as needed, reasonable time off without loss of compensation or other benefits while formally meeting and conferring with representatives of the City on matters within the scope of representation as defined in the Government Code, or as may be required under Article VII, Grievance Procedure.

    a. Department Specific Meetings (Meet and Confer, LMC, grievance meetings) with representatives of the City on matters within the scope of representation: Release requests from IAM should be coordinated and approved directly with the impacted department. These approved requests should be coded as 'SH' using the employee's usual index codes. These requests will not be routed ~~for approval~~ through central HR for approval.

    b. Citywide (multiple / all departments) Meetings with representatives of the City on matters within the scope of representation (Meet and Confer, townhalls, negotiations, etc.): Release requests from IAM will be routed to HR – Labor and will be sent to impacted departments with confirmation of approval. These approved requests should be coded as 'SH' using the employee's usual index codes.

2. Each fiscal year, the Union shall receive a bank of 1,000 hours to be used for general Union business. The Union or President shall provide the Director with a monthly accounting of how this time is being used listing name, department, date, and work hours used, rounded off to ~~12~~ **6** minute increments. Unused time shall be carried over to future fiscal years. Employees using Union time must give notice and receive prior approval. Approval will not be unreasonably withheld except for operational demands.
   Sufficient advance notice is required if the request for time off exceeds one workday.

    a. These requests should be routed by IAM to HR – Labor Relations and will be sent to impacted departments **and members being released. The impacted departments' Administrative Officer shall notice all relevant supervisors** with confirmation of approval in accordance with #2 and provided there are sufficient union business hours available. These approved requests should be coded as 'OL'.

FOR THE UNION DATE 5/27/26

FOR THE CITY OF LONG BEACH DATE 5/27/26

TENTATIVE AGREEMENT
BETWEEN THE INTERNATIONAL ASSOCIATION OF MACHINISTS AND AEROSPACE WORKERS, LOCAL 1930 AND THE CITY OF LONG BEACH, CA

Prof Cert Incent Pay: Article VIII, Section II

Eligible employees shall receive additional compensation, a $200 ~~$300~~ per month incentive pay, ~~as specified in the Salary Resolution,~~ for maintaining a qualifying professional certification or license which has been reviewed and approved by the Department of Human Resources. The professional certification or license represents extraordinary and exceptional professional competency.

a) Eligibility – Permanent Full-Time employees in classifications represented by the Professional Units of the International Association of Machinists and Aerospace Workers are eligible for the Professional Certification Incentive Program when possessing an authorized license or certificate that reflects their achievement in attaining certification for professional excellence and experience.

b) Qualifying License/Certification - The professional certificate or license must be of the highest measure and meet the following criteria:

1. The professional license or certification must be issued by either the State of California or a nationally recognized professional organization that administers a nationwide competency examination recognized by the City as a standard of excellence and professional competency.
2. The license or professional certification shall be directly applicable to the employee's classification, and shall be over and above the basic job qualifications required for the position held.
3. The license or certification must be renewed through additional testing or some form of recertification; i.e., taking additional approved classes each year.
4. All licenses or certifications must be evaluated and approved by the Director of Human Resources before they may be considered for this program. Decisions by the Director of Human Resources regarding eligibility are final. The Director of Human Resources shall provide the reason for denial in writing to the employee's department that they can forward to the employee, ~~upon request.~~

c) Conditions and Exceptions

1. Employees possessing a license or certificate that meets the criteria established above, and that has been authorized by Director of Human Resources must submit a written request ~~transmittal~~ along with proof of license or certification to the Department of Human Resources.

2. In addition to proof of license or certification, an employee must submit proof of completing ~~copies of~~ qualifying continuous professional training or education ~~class~~. The continuous professional training or education must be consistent with the certifying

FOR THE UNION DATE 10/7/26

FOR THE CITY OF LONG BEACH DATE 10/7/26

organization's criteria. ~~Employees must submit the appropriate number of continuous training or education hours required for recertification by the governing body of their specific certification.~~ The Department of Human Resources will track and verify that the continuous training or education hours submitted are to the standard and exceptional competency level that is required of the program.

3. The qualified period for additional compensation under the Professional Certification Incentive Program is determined annually and is based on the month in which the license or certification is received. **The end date for the qualified period for additional compensation is based on** the last full month prior to the expiration of the certification or license ~~**when the license or certification expires.** Once eligible, **for the program,** qualified employees will receive the incentive pay on the **second check** first day of the month following the date that they **request was submitted to the Department of Human Resources.** were granted the license or certification. For example, if the license or certificate is earned on March 10, 20XX, then the employee is qualified to receive additional compensation starting April 1, 20XX and ending April of the next year.~~ Proof of license or certification **and continuing education** must be submitted one month prior to the expiration of the license or certificate **to renew for the program.**

4. Employees are not eligible for the professional Certification Incentive Program when the license or certification is required in the employee's existing grade level distinguishing characteristic, or when the employee is already compensated for the license or certificate by another incentive or skill pay.

d) Compensation Professional Certification Incentive Pay shall be paid at a flat monthly allowance. ~~Payment of the incentive pay will be received on the second paycheck of each eligible month.~~ Employees approved for incentive pay are eligible for payments beginning the month following the month in which the request was received by the Department of Human Resources. The payments are issued on the second paycheck following the eligible month. At no time will an employee receive additional compensation for holding more than one qualifying license or certification.

FOR THE UNION DATE 10/7/24

FOR THE CITY OF LONG BEACH DATE 10/7/24

TENTATIVE AGREEMENT
BETWEEN THE INTERNATIONAL ASSOCIATION OF MACHINISTS AND AEROSPACE WORKERS, LOCAL 1930 AND THE CITY OF LONG BEACH, CA

UNIT PROVISIONS – PROFESSIONAL UNITS (BASIC AND SUPERVISORY):
Article Eight, Section II, Subsection 4a - NEW City Proposal as of 4/1/26

a) Eligibility - Permanent Full-Time ~~E~~employees in classifications represented by the Professional Units of the International Association of Machinists and Aerospace Workers are eligible for the Professional Certification Incentive Program when possessing an authorized license or certificate that reflects their achievement in attaining certification for professional excellence and experience.

FOR THE UNION DATE 9/30/26

FOR THE CITY OF LONG BEACH DATE 10/1/26

TENTATIVE AGREEMENT
BETWEEN THE INTERNATIONAL ASSOCIATION OF MACHINISTS AND AEROSPACE WORKERS, LOCAL 1930 AND THE CITY OF LONG BEACH, CA

WORK SCHEDULES (Article Six, Section II)

A. Work Schedules

1. Standalone Work Schedule (No changes)
2. Alternate Work Schedules
   a) 9/80 Work Schedule - The City offers the 9/80 alternate work schedule in order to provide a valuable employee benefit, support the City's Employee Commute Incentive Program ~~Trip Reduction~~, and improve City operations by providing work schedule flexibility and enhancing employee morale. The guidelines for 9/80 schedules will be as follows…

FOR THE UNION 9/30/26 DATE

FOR THE CITY OF LONG BEACH 10/1/26 DATE

TENTATIVE AGREEMENT
BETWEEN THE INTERNATIONAL ASSOCIATION OF MACHINISTS AND AEROSPACE WORKERS, LOCAL 1930 AND THE CITY OF LONG BEACH, CA

Paid Meal Periods : Article 8, Section IV (9) - Protection Unit (Basic and Supervisory)

Special Services Officers (SSO) and Community Services Assistants (CSA) in the Police Department assigned to field deployment will receive a thirty (30) minute paid meal period ~~in accordance with the Long Beach PD Manual~~. SSO's and CSA's shall remain on-duty and available for immediate dispatch during the paid meal period. During critical incidents, all personnel may be required on scene to ensure the incident is resolved safely. In such circumstances, it may not be feasible to provide a meal break. While every effort will be made to manage resources to ensure employees can take their break, it is not guaranteed, and the department will not provide additional compensation or schedule adjustments for a missed meal period.

~~Parking Control Checkers (PCC) will receive a thirty (30) minute paid meal period.~~

FOR THE UNION DATE 10/7/24

FOR THE CITY OF LONG BEACH DATE 10/8/24

CITY OF
LONG BEACH

Department of Human Resources
411 W. Ocean Boulevard, 10th Floor
(562) 570-6621 FAX (562) 570-6107

BRYCE M. TYLER
Director of Human Resources

September 30, 2026

Sent via Email

Ashley Gunckel
International Association of Machinists and Aerospace Workers (IAM), DL 947
535 W. Willow Street
Long Beach, CA 90806

Ms. Gunckel:

During the Fiscal Year 2026-2029 MOU negotiations process between the International Association of Machinists and Aerospace Workers (IAM) and the City, the City agreed to provide rain jackets to Ambulance Operators as part of the employee's required safety equipment and uniform, as well as discuss Ambulance Operator shift bidding.

The City's Fire Department agrees to immediately purchase the rain jackets for Ambulance Operators to protect Ambulance Operators from adverse weather conditions and other environmental hazards while performing their assigned duties. The Fire Department also agrees to discuss the structure of shift bidding for Ambulance Operators, except during periods of extreme critical employee shortages, at a department Labor Management Committee (LMC).

If you have any additional questions regarding this matter, please feel free to contact me at (562) 570-6254.

Sincerely,

Sarah Green

Sarah Green
Deputy Director of Human Resources

cc: Bryce M. Tyler, Director of Human Resources
Russ Ficker, Acting Chief of Labor Relations
Sandra Aguilar, Human Resources Officer, Labor Relations
Sunita Martin, Personnel Analyst, Labor Relations

CITY OF LONG BEACH

Department of Human Resources
411 W. Ocean Boulevard, 10th Floor
(562) 570-6621 FAX (562) 570-6107

BRYCE M. TYLER
Director of Human Resources

September 30, 2026

Sent via Email

Ashley Gunckel
International Association of Machinists and Aerospace Workers (IAM), DL 947
535 W. Willow Street
Long Beach, CA 90806

Ms. Gunckel:

During the Fiscal Year 2026–2029 MOU negotiations between the International Association of Machinists and Aerospace Workers (IAM) and the City, the City agrees to provide four (4) complete uniforms to Parking Control Checkers and Special Services Officers performing Parking Enforcement duties. The Department shall immediately initiate the order for the additional fourth (4th) uniform and deliver the uniform as soon as practicable, subject to vendor sizing availability.

If you have any additional questions regarding this matter, please feel free to contact me at (562) 570-6254.

Sincerely,

Sarah Green

Sarah Green
Deputy Director of Human Resources

cc: Bryce M. Tyler, Director of Human Resources
Russ Ficker, Acting Chief of Labor Relations
Sandra Aguilar, Human Resources Officer, Labor Relations
Sunita Martin, Personnel Analyst, Labor Relations

TENTATIVE AGREEMENT
BETWEEN THE INTERNATIONAL ASSOCIATION OF MACHINISTS AND AEROSPACE WORKERS, LOCAL 1930 AND THE CITY OF LONG BEACH, CA

HEALTH, DENTAL AND LIFE INSURANCE: PERMANENT FULL-TIME EMPLOYEES (Article Four, Section I, Subsection C)

C. During the term of this Agreement only, the parties agree to work through the Health Insurance Advisory Committee (HIAC) to mitigate employee benefit program cost increases. The Union shall maintain one representative on the City's ~~Health Insurance Advisory Committee~~ (HIAC)., and ~~T~~the representative shall be enrolled in one of the City's health plans.

Each year the Health Insurance Advisory Committee meets to review the status and solvency of the health, dental and life insurance plans. The Committee reviews plan costs and makes recommendations to the City Manager on plan changes, benefit levels, and addition or deletion of plans.

The Health Insurance Advisory Committee will recommend to the City Manager the benefits for the various plans during the term of this agreement. Every effort should be made to have these recommendations to the City Manager annually by ~~August 15th~~ September 15th of each year. The City Manager will consider these recommendations prior to making their final recommendations to the City Council for any changes to plan design. If the City Manager's recommendations to the City Council differ from the recommendations received from the HIAC, the City Manager will advise the Union of their recommendations in writing at least seven (7) calendar days before they submit them to the City Council for approval.

Shelly Gruckel 4/1/26

FOR THE UNION DATE

4/1/26

FOR THE CITY OF LONG BEACH DATE

TENTATIVE AGREEMENT
BETWEEN THE INTERNATIONAL ASSOCIATION OF MACHINISTS AND AEROSPACE WORKERS, LOCAL 1930 AND THE CITY OF LONG BEACH, CA

BEREAVEMENT LEAVE

F. Any paid (BL, SF, VA/HL/IH, etc.) or unpaid (AL) absence related to bereavement leave (including absences for critical illness where death appears imminent) should be coded on timecards using tracking code, BA ~~(Index code XCNPTO).~~

4/23/26
FOR THE UNION DATE

4/23/26
FOR THE CITY OF LONG BEACH DATE

TENTATIVE AGREEMENT
BETWEEN THE INTERNATIONAL ASSOCIATION OF MACHINISTS AND AEROSPACE WORKERS, LOCAL 1930 AND THE CITY OF LONG BEACH, CA

CORRECTION OF CLASSIFICATIONS IN WRONG BARGAINING UNIT

The City has reviewed the proposal and agrees to make the following corrections to the classifications:

- **Office Systems Analysts I from Professional Supervisory Bargaining Units (BU 5) to Professional Basic Bargaining Unit (BU 6). Office Systems Analysts II are already in the correct Bargaining Unit (BU 6).**
- **Office Systems Analysts III-IV from Professional Basic Bargaining Unit (BU 6) to Professional Supervisory Bargaining Units (BU 5).**
- **Port Security Systems Operator NC & I-III from Office and Tech Bargaining Unit (BU 4) to the Protection Unit Bargaining Units (BU 8).**
- **The Hazardous Materials Specialist II classification from Protection (BU 07) to Professional Supervisor (BU 05)**

FOR THE UNION DATE 4/23/26

FOR THE CITY OF LONG BEACH DATE 4/23/26

TENTATIVE AGREEMENT
BETWEEN THE INTERNATIONAL ASSOCIATION OF MACHINISTS AND AEROSPACE WORKERS, LOCAL 1930 AND THE CITY OF LONG BEACH, CA

AMENDMENTS TO PERSONNEL POLICIES AND PROCEDURES AND DEPARTMENT RULES AND REGULATIONS (Article One, Section VII

It is understood and agreed that there exists within the City, in written form, Personnel Policies and Procedures and Departmental Rules and Regulations. Except as specifically modified by this MOU, these rules, regulations, and Policies and Procedures, and any subsequent amendments thereto, shall be in full force and effect during the term of this MOU. Before any new or subsequent amendments to these Personnel Policies and Procedures or Departmental Rules and Regulations, directly affecting wages, hours, and terms and conditions of employment are implemented, the City shall meet with the Union regarding the changes in accordance with Government Code Sections 3500 et seq. Per Government Code section 3505, meet and confer in good faith means that a public agency, or such representatives as it may designate, and representatives of recognized employee organizations, shall have the mutual obligation personally to meet and confer promptly upon request by either party and continue for a reasonable period of time in order to exchange freely information, opinions, and proposals, and to endeavor to reach agreement on matters within the scope of representation. Nothing provided herein shall prevent the City from implementing rules and regulations provided it has met with the Union as required by law. Employee wages and fringe benefits will not be reduced unless agreed to by the Union.

~~Each Department(s), that have limited access to internet, shall post on its bulletin board information on the links to the Civil Service and Human Resources Departments of the City where~~ Current information regarding labor relations matters such as the employee-employer relationship, ~~through the Internet.~~ or other human resources documents can be obtained through the following web address: https://www.longbeach.gov/hr/about-us/labor-relations/.
An employee can also request copies of the above referenced documents by emailing HR Labor Relations (EROCLB@longbeach.gov) or can be reached at (562) 570-6151.

Upon written or electronic request of the Union, any such information not found on, or linked to, the Internet, shall be provided to the union either electronically or posted on the Internet within 10 business days of the request. Any request for an extension to respond shall not be unreasonably denied.

If an employee's regularly assigned essential job duties are significantly impacted by the introduction of new technology, the impacted employee shall receive appropriate training on the new equipment or new technology.

If technological change results in a reduction in force of employees covered by this Agreement, the City will make reasonable efforts to provide retraining and/or alternate job placement within the City for all affected incumbent employees.

5/27/24
FOR THE UNION DATE

5/27/24
FOR THE CITY OF LONG BEACH DATE

TENTATIVE AGREEMENT
BETWEEN THE INTERNATIONAL ASSOCIATION OF MACHINISTS AND AEROSPACE WORKERS, LOCAL 1930 AND THE CITY OF LONG BEACH, CA

WORK PERIOD (Article IV, Section I, A) – adding chart to this section

A. Work Period

Bargaining unit members work a seven-day FLSA workweek (168 recurring hours), except where otherwise indicated. Hours worked shall be accounted for in increments of six (6) minutes as shown in the chart below.

Payroll Coding	Time in Tenths of an Hour	Start Time Round Up/Down
0.1	06 minutes	4-9 minutes
0.2	12 minutes	10-15 minutes
0.3	18 minutes	16-21 minutes
0.4	24 minutes	22-27 minutes
0.5	30 minutes	28-33 minutes
0.6	36 minutes	34-39 minutes
0.7	42 minutes	40-45 minutes
0.8	48 minutes	46-51 minutes
0.9	54 minutes	52-27 minutes
1.0	60 minutes	58-63 minutes

FOR THE UNION DATE 5/27/26

FOR THE CITY OF LONG BEACH DATE 5/27/26

TENTATIVE AGREEMENT
BETWEEN THE INTERNATIONAL ASSOCIATION OF MACHINISTS AND AEROSPACE WORKERS, LOCAL 1930 AND THE CITY OF LONG BEACH, CA

BULLETIN BOARDS (Article One, Section H)

A reasonable number of bulletin boards (hard copy or electronic), will be provided upon which the Union may post notices of official Union business which may include recreational and social affairs, notices of meetings, benefit programs, trips, elections, appointments, and results of elections, excerpts from the Salary Resolution and Personnel Ordinance, bulletins of employee rights, notices of City Council and Civil Service Commission actions, notices of employer/employee-relations updates, and reports of grievance and arbitration matters, provided that any notice must be on official Union-identified paper and a copy sent to the Director. Each item to be posted shall have a remove- by-date, except for those items designated by the Union for permanent posting. No department shall arbitrarily remove said posting without consent of the Union (except for dated material). In any event, no posting shall contain any material scurrilous or derogatory about any City employee or elected official and no campaign information shall be posted except for the internal union elections. The posting of any other classes of notices at City workstations or premises is prohibited without the prior permission of the City Manager or the Director.

FOR THE UNION DATE 5/27/26

FOR THE CITY OF LONG BEACH DATE 5/27/26

TENTATIVE AGREEMENT
BETWEEN THE INTERNATIONAL ASSOCIATION OF MACHINISTS AND AEROSPACE WORKERS, LOCAL 1930 AND THE CITY OF LONG BEACH, CA

CALL BACK (Article II, Section X, C)

C. Employees who are called back to work after completion of their regular work shift and have left the work location that are able to take action to resolve an after-hours situation via phone or other electronic means without reporting to duty, shall receive 18 ~~15~~ minutes minimum at time and one-half the employee's regular rate of pay or actual time engaged, whichever is greater. This provision will only apply for work done that is specifically related to the call back request, and not for general work duties that can be done during normal working hours.

FOR THE UNION DATE 5/27/24

FOR THE CITY OF LONG BEACH DATE 5/27/24

TENTATIVE AGREEMENT
BETWEEN THE INTERNATIONAL ASSOCIATION OF MACHINISTS AND AEROSPACE WORKERS, LOCAL 1930 AND THE CITY OF LONG BEACH, CA

#13 PERFORMANCE SYSTEM (Article II, Section F. 2)

As set forth above, an employee will advance to the next step of the salary schedule if the employee receives an overall Meets Job Requirements rating on the Employee Performance Appraisal form developed and administered by the Department of Human Resources ~~Civil Service Department~~. The rating will be based on the most recently completed Employee Performance Appraisal form. Employee appraisals are not arbitrary or capricious. All parties desire consistency in the appraisal process throughout the City. Performance that may result in ratings below "meets job requirements" should be discussed with the employee as needed throughout the rating period and should also be shared with the employee in a timely manner.

#14 SKILL AND OTHER PAYS (Article II, Section III)

All employees in the classification listed in Appendix C, who meet the requirements for receipt of skill pay, shall receive additional compensation at the designated rates on a per diem, hourly rate or one-time payment (bonus) basis, as indicated herein, in the amount of additional compensation set forth in the column opposite the described skill. The additional compensation prescribed herein shall be paid to the employee at an hourly rate only if said employee is assigned to regularly perform said occupational skill on a daily basis.

If an employee is not regularly assigned to perform said occupational skill on a daily basis, then the additional compensation prescribed herein shall be paid at a per diem rate. ~~and~~ sSaid per diem skill pay shall be paid only for each workday that said employee actually performs said occupational skill, and such employee is not entitled to receive and shall not be paid per diem skill pay for any day that said employee does not work or is absent from work on a permitted absence. The per diem rate shall be the hourly rate times the number of regular hours an employee works in a day, or the negotiated per diem rate.

For purposes of this Section, any employee in a non-career position shall receive skill pays in the same manner as prescribed for a comparable employee in the classified career service, and need not be specifically designated in the skill pay ~~following~~ table(s) unless there is no comparable classified position.

FOR THE UNION DATE

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TENTATIVE AGREEMENT
BETWEEN THE INTERNATIONAL ASSOCIATION OF MACHINISTS AND AEROSPACE WORKERS, LOCAL 1930 AND THE CITY OF LONG BEACH, CA

SKILL AND OTHER PAYS (Article II, Section III)

All employees in the classification listed in Appendix C, who meet the requirements for receipt of skill pay, shall receive additional compensation at the designated rates on a per diem, hourly rate or one-time payment (bonus) basis, as indicated herein, in the amount of additional compensation set forth in the column opposite the described skill. The additional compensation prescribed herein shall be paid to the employee at an hourly rate only if said employee is assigned to regularly perform said occupational skill on a daily basis.

If an employee is not regularly assigned to perform said occupational skill on a daily basis, then the additional compensation prescribed herein shall be paid at a per diem rate. ~~and s~~Said per diem skill pay shall be paid only for each workday that said employee actually performs said occupational skill, and such employee is not entitled to receive and shall not be paid per diem skill pay for any day that said employee does not work or is absent from work on a permitted absence. The per diem rate shall be the hourly rate times the number of ~~regular~~ hours an employee works in a day, or the negotiated per diem rate.

For purposes of this Section, any employee in a non-career position shall receive skill pays in the same manner as prescribed for a comparable employee in the classified career service, and need not be specifically designated in the skill pay ~~following~~ table(s) unless there is no comparable classified position.

6/9/26

FOR THE UNION DATE

6/9/26

FOR THE CITY OF LONG BEACH DATE

TENTATIVE AGREEMENT
BETWEEN THE INTERNATIONAL ASSOCIATION OF MACHINISTS AND AEROSPACE WORKERS, LOCAL 1930 AND THE CITY OF LONG BEACH, CA

BEREAVEMENT LEAVE (Article III, Section V)

E. Permanent Full-Time and Permanent Part-Time Employees shall be eligible for up to ~~three (3) paid Bereavement Leave (BL) days per occurrence (eligible family member death or critical illness, where death appears imminent), with a maximum of three (3) paid occurrences in a calendar year.~~

~~Effective January 1, 2024, Permanent Full-Time and Permanent Part-Time employees shall be eligible for up to~~ five (5) paid Bereavement Leave (BL) days per occurrence (eligible family member death or critical illness where death appears imminent), with a maximum of three (3) paid occurrences in a calendar year (up to 15 maximum paid days).

F. Any paid (BL, SF, VA/HL/IH, etc.) or unpaid (AL) absence related to bereavement leave (including absences for critical illness where death appears imminent) should be coded on timecards using tracking code, BA ~~(Index code XCNPTO).~~

6/9/26
FOR THE UNION DATE

6/9/26
FOR THE CITY OF LONG BEACH DATE

TENTATIVE AGREEMENT
BETWEEN THE INTERNATIONAL ASSOCIATION OF MACHINISTS AND AEROSPACE WORKERS, LOCAL 1930
AND THE CITY OF LONG BEACH, CA

City Proposal #31: Article Two, Section XI – Uniform Allowance

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

~~Positions or classifications required to wear a uniform will be provided a Uniform Allow~~ance ~~as indicated in the chart below. The value of the uniform provided is reported to CalPER~~S as ~~compensation subject to retirement contributions for employees in classic retirement tiers (not PEPRA).~~

FOR THE UNION DATE 8/3/26

FOR THE CITY OF LONG BEACH DATE 8/3/26

TENTATIVE AGREEMENT
BETWEEN THE INTERNATIONAL ASSOCIATION OF MACHINISTS AND AEROSPACE WORKERS, LOCAL 1930 AND THE CITY OF LONG BEACH, CA

IAM Proposal #16: Catastrophic Leave

The City and the Union agree to initiate discussions ~~commence meet and confer negotiations~~ regarding the current Catastrophic Leave Policy no later than February 1, 2027. The purpose of such discussions ~~negotiations~~ shall include~~, but not be limited to,~~ clarifying and addressing the application, administration, ~~and~~ employee usage of catastrophic leave ~~under this section,~~ and gathering feedback for potential changes to the policy. The parties agree to meet and confer, as required by law, regarding changes to the Catastrophic Leave Policy as part of a three-year plan to review the City's Return-to-Work Program. ~~make good faith efforts to reach agreement within a reasonable timeframe.~~

FOR THE UNION DATE 8/13/26

FOR THE CITY OF LONG BEACH DATE 9/1/26

TENTATIVE AGREEMENT
BETWEEN THE INTERNATIONAL ASSOCIATION OF MACHINISTS AND AEROSPACE WORKERS, LOCAL 1930 AND THE CITY OF LONG BEACH, CA

JURY SERVICE (Article III, Section VII)

Employees receiving a jury summons will be provided paid release time up to eighty (80) hours per calendar year when required to serve jury duty. Employees must inform their supervisor immediately to accommodate work schedule changes. Employees who are on jury service will have their work schedule changed to the day shift for each day they are on jury service and are scheduled to work. Employees dismissed from jury service in time to arrive at work at least two (2) hours prior to the completion of the shift, must report back to work. Jury service is subject to the provisions of the City's Personnel Policies and Procedures. Employees may use sick leave or other accrued leave for Jury duty.

Proposal: City is proposing to allow employees to utilize Sick Leave or other accruals to cover any unpaid jury service absences.

8/3/24
FOR THE UNION DATE

8/12/24
FOR THE CITY OF LONG BEACH DATE

TENTATIVE AGREEMENT
BETWEEN THE INTERNATIONAL ASSOCIATION OF MACHINISTS AND AEROSPACE WORKERS, LOCAL 1930 AND THE CITY OF LONG BEACH, CA

#26 PROFESSIONAL UNIT (BASIC AND SUPERVISORY) (Article VIII, Section IV, 3)- moving and revising language regarding Ambulance Operator from City's Salary Resolution to the IAM MOU and in the salary schedule, combining into one new occupational code and propose to remove occupational codes F63N1, F63N2, F63N3.

Any Ambulance Operator (formerly occupational code F63N1;will have new occupation code) that has successfully served 1,044 Scheduled Work Hours at Step One ~~Salary Range P-26~~ shall be placed at Step Two ~~P-27.~~ Any Ambulance Operator that has successfully served 2,088 Scheduled Work Hours at ~~Salary Range P-27~~ Step Two shall be placed at Step Three ~~Salary Range P-29~~. Overtime is excluded from the Scheduled Work Hour calculation. See chart below on what will be updated in the City's Salary Schedule.

OCC CODE	POSITION TITLE	RANGE	STEP 1	STEP 2	STEP 3
~~F63N1~~ new occ code	AMBULANCE OPERATOR	P26	20.658	21.008	21.852
~~F63N2~~	~~AMBULANCE OPERATOR~~	~~P27~~	~~21.008~~		
~~F63N3~~	~~AMBULANCE OPERATOR~~	~~P29~~	~~21.852~~		

9/19/26
FOR THE UNION DATE

9/1/26
FOR THE CITY OF LONG BEACH DATE

TENTATIVE AGREEMENT
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873	**PD/FD PPA –** When routinely and consistently assigned to sensitive positions requiring trust and discretion such as ~~regularly~~ performing Payroll/Personnel Asst duties for the Police or Fire Department. May not be used in conjunction with skill pay 563.	Clerk Typist I-III Payroll/Personnel Asst I-III	$1.250	Hourly	Flat Rate	**General City**

NEW	**Notary Skill Pay - When possessing a notary certification and assigned to notarize documents in the course of assigned duties.**	~~**IAM Represented Classifications**~~ Non-management Classifications represented by IAM	~~**$1.00**~~ **$0.50**	~~**Hourly**~~ **Per Diem Hourly**	**Flat Rate**	**General City**

FOR THE UNION DATE 8/3/16

FOR THE CITY OF LONG BEACH DATE 8/3/16

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588	**Jailer -** When ~~regularly~~ routinely and consistently assigned to and performing the duties associated with working in the jail, where criminally charged persons are confined.	Special Services Officer I-IV	$6.00	Hourly	Flat Rate	**General City**
859	**Training – When routinely and consistently assigned by the Department Head to train personnel as part of a structured training plan.**	Harbor Patrol Officer I - III Parking Control Checker I – II Special Services Officer I - IV Port Security Systems Operator I-III	$2.250	Hourly	Flat Rate	**General City**
865	**Harbor Security - When routinely and consistently assigned to patrol within the Harbor Department Security.**	Harbor Patrol Officer I - III	$3.000	Hourly	Flat Rate	**Harbor**
866	**SSO Patrol -** When routinely and consistently assigned to patrol within the Marine Patrol or Long Beach City College (LBCC).	Special Services Officer I - IV	$1.500	Hourly	Flat Rate	**General City**
848	**Airport SSO -** Special Services Officers ~~in the Peace Officer bargaining units~~ who are routinely and consistently assigned to patrol the Airport.	SPECIAL SVCS OFF III – ARMED AIRPORT SPECIAL SVCS OFF IV – ARMED AIRPORT ~~SSO III – Armed Airport Peace Officer~~ ~~SSO IV – Armed Airport Peace Officer~~	$2.500	Hourly	Flat Rate	**General City**
~~895~~	~~**Night Shift -** When regularly routinely and consistently assigned to the night shift at the Police Department Information Management Division and Jail sections. This pay can be stacked with Night Shift Differential~~	~~Clerk Supervisor Clerk Typist I-III~~	~~$2.40~~	~~Hourly~~	~~Flat Rate~~	~~**General City**~~

FOR THE UNION DATE 10/14/20

FOR THE CITY OF LONG BEACH DATE 11/4/20

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872	**Homeland Security Grant -** When ~~regularly assigned as project manager for technical initiatives associated with homeland security grants~~ routinely and consistently assigned lead or supervisory responsibility for the operational management of qualifying Homeland Security Grant funded initiatives.	Harbor Patrol Officer III	$3.500	Hourly	Flat Rate	**Harbor**

FOR THE UNION DATE 10/14/25

FOR THE CITY OF LONG BEACH DATE 10/14/25

TENTATIVE AGREEMENT
BETWEEN THE INTERNATIONAL ASSOCIATION OF MACHINISTS AND AEROSPACE WORKERS, LOCAL 1930 AND THE CITY OF LONG BEACH, CA

NEW 422	Airport Badging Office - Employees regularly assigned to and performing the duties associated with working in Airport Badging Office.	~~This skill pay shall apply to classifications assigned to the Badging Office, including Airport Operations Specialists and~~ Clerk Typist I - III	$1.25	Hourly	Flat Rate	General City
NEW 423	GIS / CAD: When regularly assigned to and performing specialized GIS and CAD duties (Noise Division), including converting CAD files into GIS formats, creating and maintaining airprt GIS datasets, and producing mapping products used for regulatory and operational reporting.	Airport Operations Specialist III	$2.000	Hourly	Flat Rate	General City

Ashley Gruenke 10/7/25
FOR THE UNION DATE

6/7/25
FOR THE CITY OF LONG BEACH DATE

TENTATIVE AGREEMENT
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514	**Section Lead** - When ~~regularly~~ routinely and consistently assigned to ~~and~~ perform~~ing~~ duties as a section lead person over other employees.	Customer Service Rep III	$1.50	Hourly	Flat Rate	**General City**
764	**Special Equipment Operator sUAS-** When ~~certified and~~ routinely and consistently assigned to operate a sUAS specialized unmanned aircr aft and/or marine vessel for the Harbor Security Division.	Harbor Patrol Officer II - III	$2.000	Hourly	Flat Rate	**Harbor**
865	**Harbor Security** - When routinely and consistently assigned to patrol within the Harbor Department Security.	Harbor Patrol Officer I - III	$3.000 ~~$4.00~~	Hourly	Flat Rate	**Harbor**
~~S1/S2~~ Y3	**CCTV** - Employees assigned to dispatch/closed circuit television (CCTV)	Harbor Patrol Officer I – III	$10.000 ~~$15.00~~	Per Diem Daily	Flat Rate	**Harbor**
~~S1/S2~~ Y7	**Dispatcher Radio Training** - Compensation to employees assigned to train on the operation of radio communications for both the Police and Fire Department dispatch.	Public Safety Dispatcher I - IV Communications Center Supervisor Communications Center Coordinator	$0.750	Per diem Hourly	Flat Rate	**General City**
~~S1/S2~~ Y9	**Dispatcher Telephone Training** - Compensation to employees assigned to train on the operation of telephone lines for both the Police and Fire Department dispatch.	Public Safety Dispatcher I - IV Communications Center Supervisor Communications Center Coordinator	$0.750	Per diem Hourly	Flat Rate	**General City**

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530	**Team Leader** - When ~~regularly~~ routinely and consistently assigned to ~~and~~ performi~~ng~~ as a team leader over other employees as ~~of~~ a part of a ~~rehabilitation team~~ ~~or~~ specialized clinic or STD clinic in the Health Department.	Community Worker I Medical Social Worker II Nutrition Aide Nutrition Aide I-II Public Health Nurse Public Health Nurse I-III Public Health Nutritionist I Registered Nurse I-II	~~$2.00~~ $1.00	Hourly	Flat Rate	**General City**

T9	**As Needed Jailer** - When performing the duties associated with working in the jail, on an as-needed basis	Special Services Officer I-IV	$4.000	Per Diem hourly	Flat Rate	**General City**

FOR THE UNION DATE 8/19/26

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TENTATIVE AGREEMENT
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APPENDIX A

LISTING OF CLASSIFICATIONS BY BARGAINING UNITS

OFFICE & TECH SERVICES – SUPERVISORY (BU 03)		
OCC CODE	POSITION TITLE	RANGE
N03NN	ASST TERMINAL SVCS MANAGER	594
N12NN	CHIEF WHARFINGER	682
D74NN	CLERK SUPERVISOR	440
D76AN	CUSTOMER SVCS SUPERVISOR I	484
D76BN	CUSTOMER SVCS SUPERVISOR II	511
F67NN	FORENSIC SPECIALIST SUPERVISOR	632
NI9NN	HARBOR CONTROL CENTER SUPV	630
C39NN	HOUSING ASSISTANCE COORDINATOR	554
TS5NN	HOUSING ASSISTANCE COORD-NC	554
E40AN	HOUSING REHABILITATION SUPV I	587
E40BN	HOUSING REHABILITATION SUPV II	614
D17NN	LIBRARY CIRCULATION SUPERVISOR	564
H58AN	MARINA SUPERVISOR I	510
H58BN	MARINA SUPERVISOR II	573
M82NN	OFFICE ADMINISTRATOR	520
D29NN	OFFICE SERVICES SUPERVISOR	228
D86BN	PAYROLL SPECIALIST II	504
D51BN	POLICE PROPERTY & SPLY CLRK II	500
F62NN	POLICE SYSTEMS SUPERVISOR	448
ND0BN	PORT RECORDS CENTER SUPERVISOR	523
~~C47BN~~	~~PROPERTY MGMT SPECIALIST II~~	~~523~~
F34NN	SENIOR RECORDS CLERK	577
~~D81NN~~	~~SUPERVISING SENIOR LEGAL SECY~~	~~482~~
~~D98NN~~	~~SUPERVISING WORKERS' COMP SECY~~	~~469~~
C35NN	SUPERVISOR-STORES & PROPERTY	490
M68NN	WATER COMMUNICATION CENTER SPV	584

OFFICE & TECH SERVICES – BASIC (BU 04)		
OCC CODE	POSITION TITLE	RANGE
C02AN	ACCOUNTING CLERK I	341
C02BN	ACCOUNTING CLERK II	370
C02CN	ACCOUNTING CLERK III	401
T24CN	ACCOUNTING CLERK III-NC	401

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T24BN	ACCOUNTING CLERK II-NC	370
T24AN	ACCOUNTING CLERK I-NC	341

OFFICE & TECH SERVICES – BASIC (BU 04)		
OCC CODE	**POSITION TITLE**	**RANGE**
C50NN	ACCOUNTING TECHNICIAN	445
TR8NN	ACCOUNTING TECHNICIAN-NC	M44
D80AN	ADMINISTRATIVE AIDE I	430
D80BN	ADMINISTRATIVE AIDE II	460
T01N8	ADMINISTRATIVE INTERN-NC	H41
T93N2	ADMINISTRATIVE INTERN-NC	H42
T93N3	ADMINISTRATIVE INTERN-NC	H43
T93N4	ADMINISTRATIVE INTERN-NC	H44
M94NN	ADMINISTRATIVE PROJECTS COORD	577
~~EF2AN~~	~~AIRPORT OPERATIONS ASST I~~	~~360~~
~~EF2BN~~	~~AIRPORT OPERATIONS ASST II (T)~~	~~410~~
~~TB4AN~~	~~AIRPORT OPERATIONS ASST I-NC~~	~~M17~~
T01B1	AIRPORT OPERATIONS INTERN-NC	H41
T01B2	AIRPORT OPERATIONS INTERN-NC	H42
T01B3	AIRPORT OPERATIONS INTERN-NC	H43
T01B4	AIRPORT OPERATIONS INTERN-NC	H44
J79NN	ANIMAL HEALTH TECHNICIAN	420
~~V06NN~~	~~ASSISTANT BUYER-NC~~	~~M34~~
~~C52NN~~	~~ASST BUYER~~	~~419~~
~~C52AN~~	~~ASST BUYER I~~	~~419~~
~~C52BN~~	~~ASST BUYER II~~	~~459~~
~~N68AN~~	~~CARGO AUDIT CLERK I~~	~~344~~
~~N68BN~~	~~CARGO AUDIT CLERK II~~	~~359~~
~~N68CN~~	~~CARGO AUDIT CLERK III~~	~~404~~
~~N68DN~~	~~CARGO AUDIT CLERK IV~~	~~448~~
E85AN	CASE MANAGER I	250
E85BN	CASE MANAGER II	340
E85CN	CASE MANAGER III	380
TS2CN	CASE MANAGER III-NC	380
TS2BN	CASE MANAGER II-NC	340
TS2AN	CASE MANAGER I-NC	250
AL1NN	CITY CLERK ANALYST	601
AL2NN	CITY CLERK ASSISTANT	392

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AL3NN	CITY CLERK SPECIALIST	562
TC0B3	CLERICAL AIDE II-NC	H36
TC0A3	CLERICAL AIDE I-NC	H32
D87AN	CLERK I	261
D87BN	CLERK II	290
D87CN	CLERK III	320

OFFICE & TECH SERVICES – BASIC (BU 04)

OCC CODE	OCC CODE	OCC CODE
T44CN	CLERK III-NC	M12
T44BN	CLERK II-NC	M07
T44AN	CLERK I-NC	M03
D04AN	CLERK TYPIST I	320
D04BN	CLERK TYPIST II	350
D04CN	CLERK TYPIST III	381
T88CN	CLERK TYPIST III-NC	381
T88BN	CLERK TYPIST II-NC	350
T88AN	CLERK TYPIST I-NC	320
D04DN	CLERK TYPIST IV	411
E23AN	COMM DEVEL CLERICAL ASST I	322
E23BN	COMM DEVEL CLERICAL ASST II	349
E23CN	COMM DEVEL CLERICAL ASST III	384
H68AN	COMMUNICATION SPECLST I	520
H68BN	COMMUNICATION SPECLST II	560
H68CN	COMMUNICATION SPECLST III	600
N94AN	COMMUNICATIONS ASSISTANT I	372
N94BN	COMMUNICATIONS ASSISTANT II	404
N94CN	COMMUNICATIONS ASSISTANT III	434
H55AN	COMMUNITY INFORMATION SPEC I	351
H55BN	COMMUNITY INFORMATION SPEC II	393
E24AN	COMMUNITY PROGRAM TECH I	370
E24BN	COMMUNITY PROGRAM TECH II	401
E24CN	COMMUNITY PROGRAM TECH III	433
E24DN	COMMUNITY PROGRAM TECH IV	464
EB7NN	COMMUNITY WORKER	320
T94NN	COMMUNITY WORKER-NC	M12
~~NC2AN~~	~~CONTRACT ADMINISTRATOR I~~	~~459~~
~~NC2BN~~	~~CONTRACT ADMINISTRATOR II~~	~~523~~
~~P11NN~~	~~COUNCILMANIC SECRETARY~~	~~469~~

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TENTATIVE AGREEMENT
BETWEEN THE INTERNATIONAL ASSOCIATION OF MACHINISTS AND AEROSPACE WORKERS, LOCAL 1930 AND THE CITY OF LONG BEACH, CA

D75AN	CUSTOMER SERVICE REP I	332
D75BN	CUSTOMER SERVICE REP II	364
D75CN	CUSTOMER SERVICE REP III	402
V08CN	CUSTOMER SERVICE REP III-NC	M28
T51BN	CUSTOMER SERVICE REP II-NC	364
T51AN	CUSTOMER SERVICE REP I-NC	332
~~T25BN~~	~~DATA ENTRY OPERATOR II-NC~~	~~M17~~
~~T25AN~~	~~DATA ENTRY OPERATOR I-NC~~	~~M13~~
~~D61NN~~	~~DATA PROCESSING ASSISTANT~~	~~409~~

OFFICE & TECH SERVICES – BASIC (BU 04)

OCC CODE	OCC CODE	OCC CODE
F51AN	DEPUTY CITY CLERK I	534
F51BN	DEPUTY CITY CLERK II	555
F07NN	FINGERPRINT CLASSIFIER	430
F16AN	FORENSIC SPECIALIST I	532
F16BN	FORENSIC SPECIALIST II	580
TB3BN	FORENSIC SPECIALIST II-NC	M68
EF1AN	GEOGRAPHIC INFO SYS TECH I	460
EF1BN	GEOGRAPHIC INFO SYS TECH II	500
~~N56NN~~	~~GRAPHIC ARTIST~~	~~523~~
~~NC0NN~~	~~GRAPHICS TECHNICIAN~~	~~409~~
HS1AN	HOUSING AIDE I	353
HS1BN	HOUSING AIDE II	383
TS4BN	HOUSING AIDE II-NC	383
TS4AN	HOUSING AIDE I-NC	353
E39NN	HOUSING REHABILITATION CNSLR	555
H66AN	HOUSING SPECIALIST I	403
H66BN	HOUSING SPECIALIST II	433
H66CN	HOUSING SPECIALIST III	464
TS6CN	HOUSING SPECIALIST III-NC	464
TS6BN	HOUSING SPECIALIST II-NC	433
TS6AN	HOUSING SPECIALIST I-NC	403
M13AN	LABORATORY ANALYST I	492
M13BN	LABORATORY ANALYST II	532
M13CN	LABORATORY ANALYST III	593
V17CN	LABORATORY ANALYST III-NC	593
V17BN	LABORATORY ANALYST II-NC	M52
V17AN	LABORATORY ANALYST I-NC	M46

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TENTATIVE AGREEMENT
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~~J28NN~~	~~LABORATORY ASSISTANT~~	~~359~~
J28AN	LABORATORY ASSISTANT I	362
J28BN	LABORATORY ASSISTANT II	381
J28CN	LABORATORY ASSISTANT III	420
T71NN	LABORATORY ASSISTANT-NC	M20
L84NN	LEGAL ADMINISTRATIVE ASSISTANT	B00
D99NN	LEGAL ASSISTANT	B00
D18AN	LEGAL ASSISTANT I	460
D18BN	LEGAL ASSISTANT II	480
D18CN	LEGAL ASSISTANT III	530
D18DN	LEGAL ASSISTANT IV	550
DA5NN	LEGAL OFFICE ASSISTANT	386

OFFICE & TECH SERVICES – BASIC (BU 04)

OCC CODE	OCC CODE	OCC CODE
DA6NN	LEGAL OFFICE SPECIALIST	406
DA2NN	LEGAL RECORDS ASSISTANT	356
DA3NN	LEGAL RECORDS SPECIALIST	386
D63NN	LEGAL RECORDS SUPERVISOR	443
~~D16AN~~	~~LEGAL SECRETARY I~~	~~387~~
~~D16BN~~	~~LEGAL SECRETARY II~~	~~408~~
~~D48AN~~	~~LEGAL STENOGRAPHER I~~	~~316~~
~~D48BN~~	~~LEGAL STENOGRAPHER II~~	~~336~~
~~D48CN~~	~~LEGAL STENOGRAPHER III~~	~~356~~
E45AN	LIABILITY CLAIMS ASST I	409
E45BN	LIABILITY CLAIMS ASST II	460
D77NN	LIBRARY AIDE	270
T37N2	LIBRARY AIDE-NC	H31
T37N3	LIBRARY AIDE-NC	H47
T37N4	LIBRARY AIDE-NC	H37
F87NN	LIBRARY ASSISTANT	431
D46AN	LIBRARY CLERK I	331
D46BN	LIBRARY CLERK II	370
D46CN	LIBRARY CLERK III	401
T09CN	LIBRARY CLERK III-NC	M28
T09BN	LIBRARY CLERK II-NC	M21
T09AN	LIBRARY CLERK I-NC	M13
D46DN	LIBRARY CLERK IV	431
T09DN	LIBRARY CLERK IV-NC	M36

FOR THE UNION DATE

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C22AN	LICENSE INSPECTOR I	450
C22BN	LICENSE INSPECTOR II	470
H59AN	MARINA AGENT I	321
H59BN	MARINA AGENT II	363
H59CN	MARINA AGENT III	412
T38NN	MARINE AIDE-NC	M16
D19AN	MECHANICAL EQUIP STK CLRK I	380
D19BN	MECHANICAL EQUIP STK CLRK II	430
G48AN	MEDICAL ASSISTANT I	251
G48BN	MEDICAL ASSISTANT II	371
TR4NN	MEDICAL ASSISTANT-NC	B00
AR5AN	NEIGHBORHOOD SVCS SPCLST I	400
AR5BN	NEIGHBORHOOD SVCS SPCLST II	430
AR5CN	NEIGHBORHOOD SVCS SPCLST III	460
G31AN	NUTRITION AIDE I	310

OFFICE & TECH SERVICES – BASIC (BU 04)

OCC CODE	POSITION TITLE	RANGE
G31BN	NUTRITION AIDE II	359
~~T96NN~~	~~NUTRITION AIDE-NC~~	~~M10~~
C53AN	OCCUPANCY SPECIALIST I	389
C53BN	OCCUPANCY SPECIALIST II	419
C53CN	OCCUPANCY SPECIALIST III	454
I70AN	OFFICE SERVICES ASST I	222
I70BN	OFFICE SERVICES ASST II	224
I70CN	OFFICE SERVICES ASST III	226
G50AN	OUTREACH WORKER I	260
G50BN	OUTREACH WORKER II	380
TS7BN	OUTREACH WORKER II-NC	380
TS7AN	OUTREACH WORKER I-NC	260
T16N9	PAGE-NC	H70
T17N1	PAGE-NC	H71
T16N0	PAGE-NC	H32
D86AN	PAYROLL SPECIALIST I	461
D65AN	PAYROLL/PERSONNEL ASST I	350
D65BN	PAYROLL/PERSONNEL ASST II	381
D65CN	PAYROLL/PERSONNEL ASST III	420
TS1CN	PAYROLL/PERSONNEL ASST III-NC	420
TS1BN	PAYROLL/PERSONNEL ASST II-NC	381

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TS1AN	PAYROLL/PERSONNEL ASST I-NC	350
D51AN	POLICE PROPERTY & SPLY CLRK I	430
~~D51NN~~	~~POLICE PROPERTY & SUPPLY CLERK~~	~~434~~
~~TC1AN~~	~~POLICE SERVICES SPECLST I-NC~~	~~M24~~
T50BN	POOL LIFEGUARD II-NC	H34
T50AN	POOL LIFEGUARD I-NC	H32
N64AN	PORT RISK ASSISTANT I	462
N64BN	PORT RISK ASSISTANT II	522
W99NN	PORT SECURITY SYS OPER I-NC	M47
NF4AN	PORT SECURITY SYSTEM OPER I	490
NF4BN	PORT SECURITY SYSTEM OPER II	530
NF4CN	PORT SECURITY SYSTEM OPER III	560
C47AN	PROPERTY MGMT SPECIALIST I	459
AQ8NN	PROSECUTOR ASSISTANT	408
AQ8AN	PROSECUTOR ASSISTANT I	461
AQ8BN	PROSECUTOR ASSISTANT II	481
AQ8CN	PROSECUTOR ASSISTANT III	532
TQ8N3	PROSECUTOR ASSISTANT III-NC	532
TQ8N2	PROSECUTOR ASSISTANT II-NC	481
TQ8N1	PROSECUTOR ASSISTANT I-NC	461
AQ8DN	PROSECUTOR ASSISTANT IV	552

OFFICE & TECH SERVICES – BASIC (BU 04)

OCC CODE	OCC CODE	OCC CODE
TQ8N4	PROSECUTOR ASSISTANT IV-NC	552
TQ8NN	PROSECUTOR ASSISTANT-NC	408
G51AN	PUBLIC HEALTH ASSOC I	251
G51BN	PUBLIC HEALTH ASSOC II	382
G51CN	PUBLIC HEALTH ASSOC III	542
T50N1	PUBLIC HEALTH ASSOCIATE-NC	B00
G40NN	PUBLIC HEALTH REGISTRAR	380
C45AN	REAL ESTATE TECHNICIAN I	431
C45BN	REAL ESTATE TECHNICIAN II	461
~~F70NN~~	~~RECORDS MANAGER-CITY CLERK~~	~~587~~
H52NN	RECREATION ASSISTANT	390
T20C1	RECREATION LDR/SPECLST III-NC	H70
T20D1	RECREATION LDR/SPECLST IV-NC	H32
T20I1	RECREATION LDR/SPECLST IX-NC	H39
T20H1	RECREATION LDR/SPECLST VIII-NC	H38

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T20G1	RECREATION LDR/SPECLST VII-NC	H36
T20F1	RECREATION LDR/SPECLST VI-NC	H34
T20E1	RECREATION LDR/SPECLST V-NC	H33
T20J1	RECREATION LDR/SPECLST X-NC	H40
D30NN	SECRETARY	412
N95NN	SECRETARY	412
D49NN	SECRETARY TO CITY AUDITOR	486
D14NN	SECRETARY TO THE MAYOR	596
~~D33AN~~	~~SENIOR LEGAL SECRETARY I~~	~~443~~
~~D33BN~~	~~SENIOR LEGAL SECRETARY II~~	~~466~~
D85NN	SENIOR PAYROLL/PERSONNEL ASST (T)	460
NA9NN	SENIOR SECRETARY	446
D37NN	STOCK & RECEIVING CLERK	330
V15NN	STOCK & RECEIVING CLERK-NC	M13
D38AN	STOREKEEPER I	382
D38BN	STOREKEEPER II	432
V16AN	STOREKEEPER I-NC	M21
E90AN	SYSTEMS ANALYST I	503
H70AN	SYSTEMS TECHNICIAN I	440
H70BN	SYSTEMS TECHNICIAN II	480
H70CN	SYSTEMS TECHNICIAN III	520
~~D59NN~~	~~TECHNICAL AIDE~~	~~280~~
T01A1	TECHNOLOGY INTERN-NC	H41
T01A2	TECHNOLOGY INTERN-NC	H42

OFFICE & TECH SERVICES – BASIC (BU 04)

OCC CODE	OCC CODE	OCC CODE
T01A3	TECHNOLOGY INTERN-NC	H43
T01A4	TECHNOLOGY INTERN-NC	H44
N43AN	TERMINAL SERVICES REP I (T)	446
N43BN	TERMINAL SERVICES REP II	510
M69AN	WATER COMM DISPATCHER I	463
M69BN	WATER COMM DISPATCHER II	493
DA1NN	WORKERS COMP ADMIN ASST	B00
DA7BN	WORKERS' COMP CLAIMS ASST	412
DA7AN	WORKERS' COMP OFFICE ASST	351

PROFESSIONAL – SUPERVISORY (BU 05)

OCC CODE	POSITION TITLE	RANGE

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H31AN	AQUATICS SUPERVISOR I	503
H31BN	AQUATICS SUPERVISOR II	572
T05N1	BAND CONDUCTOR-NC	H62
H67DN	BUSINESS SYSTEMS SPECLST IV	650
HU1DN	BUSINESS SYSTEMS SPECLST IV-U	650
H67EN	BUSINESS SYSTEMS SPECLST V	690
H67FN	BUSINESS SYSTEMS SPECLST VI	730
H67GN	BUSINESS SYSTEMS SPECLST VII	770
HU1GN	BUSINESS SYSTEMS SPECLST VII-U	770
HU1FN	BUSINESS SYSTEMS SPECLST VI-U	730
HU1EN	BUSINESS SYSTEMS SPECLST V-U	690
H68DN	COMMUNICATION SPECLST IV	650
H68EN	COMMUNICATION SPECLST V	690
H68FN	COMMUNICATION SPECLST VI	730
H68GN	COMMUNICATION SPECLST VII	780
N64NN	COMMUNICATIONS OFFICER	661
H60NN	COMMUNITY SERVICES SUPERVISOR	573
H34NN	CULTURAL PROGRAM SUPERVISOR	577
G43DN	ENVIRONMENTAL HEALTH SPEC IV	594
G03NA	EPIDEMIOLOGIST-SUPERVISOR	593
~~N71NN~~	~~FINANCIAL RPRTNG/CONTROLS OFF~~	~~684~~
L78NN	LEGAL ASSISTANT-SUPERVISOR	B00
AS5NN	LEGAL SYSTEMS SUPPORT SPECLST	B00
AS4NN	LEGAL TECHNOLOGIST-PROSECUTOR	B00
TH6NN	LEGAL TECHNOLOGIST-PROS-NC	B00
N48NN	MARKET RESEARCH ECONOMIST	664
N66NN	MARKETING MANAGER	682

PROFESSIONAL – SUPERVISORY (BU 05)

OCC CODE	OCC CODE	OCC CODE
G08CN	MICROBIOLOGIST III	613
TA1CN	MICROBIOLOGIST III-NC (T)	613
ND4CN	OFFICE SYSTEMS ANALYST III	750
ND4DN	OFFICE SYSTEMS ANALYST IV	770
N63CN	PORT LEASING SALES OFFICER III	550
N63DN	PORT LEASING SALES OFFICER IV	660
N63EN	PORT LEASING SALES OFFICER V	690
N81AN	PORT RISK MANAGER I	613
N81BN	PORT RISK MANAGER II	663

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C13BN	~~BUYER II~~ PROCUREMENT ANALYST II	~~612~~ 632
C13CN	PROCUREMENT ANALYST III	683
~~E56DN~~	~~PROGRAMMER/ANALYST IV~~	~~653~~
~~E56EN~~	~~PROGRAMMER/ANALYST V~~	~~693~~
~~E56FN~~	~~PROGRAMMER/ANALYST VI~~	~~738~~
EF3CN	PUBLIC AFFAIRS ASST III	573
G20NN	PUBLIC HEALTH NURSE SUPERVISOR	641
G23AN	PUBLIC HLTH PROFESSIONAL I	553
G23BN	PUBLIC HLTH PROFESSIONAL II	594
G23CN	PUBLIC HLTH PROFESSIONAL III	621
C32NN	SENIOR ACCOUNTANT	632
~~E13NN~~	~~SENIOR BUYER (T)~~	~~640~~
E31NN	SENIOR LIBRARIAN	630
N63NN	SENIOR PORT LEASING OFFICER	720
AS1NN	SENIOR PROSECUTOR ASST	B00
AQ9NN	SUPERVISING PROSECUTOR ASST	B00
H69FN	SYSTEMS SUPPORT SPECLST VI	730
H69GN	SYSTEMS SUPPORT SPECLST VII	770
H70DN	SYSTEMS TECHNICIAN IV	570
~~N36NN~~	~~TRAFFIC MANAGER~~	~~684~~
H44AN	VISUAL ARTS SPECIALIST I	430
H44BN	VISUAL ARTS SPECIALIST II	469
E75AN	WORKFORCE DEVELOPMENT SUPV I	674
E75BN	WORKFORCE DEVELOPMENT SUPV II (T)	690

PROFESSIONAL – BASIC (BU 06)		
OCC CODE	POSITION TITLE	RANGE
C01AN	ACCOUNTANT I	492
C01BN	ACCOUNTANT II	541
C01CN	ACCOUNTANT III	593

PROFESSIONAL – BASIC (BU 06)		
OCC CODE	OCC CODE	OCC CODE
T23BN	ACCOUNTANT II-NC	541
T23AN	ACCOUNTANT I-NC	492
EA8AN	ADMINISTRATIVE ANALYST I	572
EA8BN	ADMINISTRATIVE ANALYST II	601
EA8CN	ADMINISTRATIVE ANALYST III	632
T65CN	ADMINISTRATIVE ANALYST III-NC	632

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T65BN	ADMINISTRATIVE ANALYST II-NC	601
T65AN	ADMINISTRATIVE ANALYST I-NC	572
G46AN	AIRPORT OPERATIONS SPECLST I	~~512~~ 520
G46BN	AIRPORT OPERATIONS SPECLST II	~~540~~ 560
G46CN	AIRPORT OPERATIONS SPECLST III	600
T53AN	AIRPORT OPERATIONS SPECLST I-NC	520
E03AN	ASST ADMIN ANALYST I	472
E03BN	ASST ADMIN ANALYST II	532
TR0BN	ASST ADMIN ANALYST II-NC	532
TR0AN	ASST ADMIN ANALYST I-NC	472
T04N1	ASST BAND CONDUCTOR-NC	H61
N67AN	ASST MARKETING MANAGER I	473
N67BN	ASST MARKETING MANAGER II	563
N67CN	ASST MARKETING MANAGER III	633
F50AN	ASST PLANNER I	513
F50BN	ASST PLANNER II	577
N42NN	ASST TRAFFIC MANAGER	603
EI5NN	BROADCAST PRODUCTION SPECLST	B00
NI0NN	BUSINESS DEVELOPMENT ANALYST	662
H67AN	BUSINESS SYSTEMS SPECLST I	530
H67BN	BUSINESS SYSTEMS SPECLST II	570
H67CN	BUSINESS SYSTEMS SPECLST III	610
HU1CN	BUSINESS SYSTEMS SPECLST III-U	610
HU1BN	BUSINESS SYSTEMS SPECLST II-U	570
HU1AN	BUSINESS SYSTEMS SPECLST I-U	530
~~EC1NN~~	~~CAPITAL PROJECTS COORD~~	~~643~~
EC6AN	CAPITAL PROJECTS COORD I	642
EC6BN	CAPITAL PROJECTS COORD II	662
EC6CN	CAPITAL PROJECTS COORD III	691
EC6DN	CAPITAL PROJECTS COORD IV	751
E21AN	COMMUNITY DEVEL ANALYST I (T)	572
E21BN	COMMUNITY DEVEL ANALYST II (T)	601
E21CN	COMMUNITY DEVEL ANALYST III (T)	632

PROFESSIONAL – BASIC (BU 06)

OCC CODE	OCC CODE	OCC CODE
TS3CN	COMMUNITY PRGM SPCLST III-NC	572
E25AN	COMMUNITY PROGRAM SPCLST I	472
E25BN	COMMUNITY PROGRAM SPCLST II	532

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E25CN	COMMUNITY PROGRAM SPCLST III	572
TS3BN	COMMUNITY PROGRAM SPCLST II-NC	532
TS3AN	COMMUNITY PROGRAM SPCLST I-NC	472
E25DN	COMMUNITY PROGRAM SPCLST IV	601
TS3DN	COMMUNITY PROGRAM SPCLST IV-NC	601
E25EN	COMMUNITY PROGRAM SPCLST V	632
TS3EN	COMMUNITY PROGRAM SPCLST V-NC	632
NL1AN	CONTRACT COMPLIANCE ANALYST I	603
NL1BN	CONTRACT COMPLIANCE ANALYST II	634
NL1DN	CONTRACT COMPLIANCE ANALYST IV	710
NL1CN	CONTRCT COMPLIANCE ANALYST III	664
G47AN	COUNSELOR I	251
G47BN	COUNSELOR II	452
F06BN	CRIMINALIST II-MISC	660
F06AN	CRIMINALIST I-MISC	590
~~E38NN~~	~~CURATOR~~	~~534~~
E80AN	DEVELOPMENT PROJECT MGR I	634
E80BN	DEVELOPMENT PROJECT MGR II	662
E80CN	DEVELOPMENT PROJECT MGR III	681
L85NN	DIVERSION PROGRAM COORDINATOR	C00
E77AN	ECONOMIC DEVELOPMENT SPEC I	577
E77BN	ECONOMIC DEVELOPMENT SPEC II	603
E77CN	ECONOMIC DEVELOPMENT SPEC III	634
G45NN	EMERGENCY MED EDUCATION COORD	750
G44NN	EMERGENCY MEDICAL EDUCATOR	680
G43AN	ENVIRONMENTAL HEALTH SPEC I	483
G43BN	ENVIRONMENTAL HEALTH SPEC II	542
G43CN	ENVIRONMENTAL HEALTH SPEC III	563
T69N1	ENVIRONMENTAL HLTH SPCLST-NC	B00
G03NN	EPIDEMIOLOGIST	521
L80AN	EVENTS COORDINATOR I	470
L80BN	EVENTS COORDINATOR II	530
ED4NN	FINANCIAL CONTROLS ANALYST	630
E37NN	GENERAL LIBRARIAN	562
T89AN	GENERAL LIBRARIAN I-NC	M66
G42AN	HAZARDOUS MATERIALS SPEC I	563
PROFESSIONAL – BASIC (BU 06)		
OCC CODE	**OCC CODE**	**OCC CODE**

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TR2NN	HAZARDOUS MATERIALS SPEC-NC	B00
G39NN	HAZARDOUS WASTE COORDINATOR	590
G49AN	HEALTH EDUCATOR I	311
G49BN	HEALTH EDUCATOR II	452
E74NN	INTELLIGENCE ANALYST	610
NK8NN	INTERMODAL OPERATIONS COORD	720
E88NN	LEGISLATIVE AIDE	B00
TR5NN	LEGISLATIVE AIDE-NC	B00
E87NN	LEGISLATIVE ASSISTANT	B00
TR1NN	LEGISLATIVE ASSISTANT-NC	B00
G05NN	LICENSED VOCATIONAL NURSE	441
T10NN	LICENSED VOCATIONAL NURSE-NC	441
~~TR3NN~~	~~MANAGEMENT ANALYST NC~~	~~B00~~
~~NA8NN~~	~~MARKET PLANNING ASSISTANT~~	~~469~~
G07AN	MEDICAL SOCIAL WORKER I	494
G07BN	MEDICAL SOCIAL WORKER II	530
TA0AN	MEDICAL SOCIAL WORKER I-NC	494
G08AN	MICROBIOLOGIST I	542
G08BN	MICROBIOLOGIST II	573
TA1BN	MICROBIOLOGIST II-NC	573
TA1AN	MICROBIOLOGIST I-NC	542
G41NN	MICROBIOLOGIST SUPERVISOR	581
~~TA1NN~~	~~MICROBIOLOGIST NC (T)~~	~~M62~~
T13N1	MUSICIAN-NC	H60
G12NN	NURSE PRACTITIONER	671
T15NN	NURSE PRACTITIONER-NC	671
NB0AN	OFFICE AUTOMATION ANALYST I	530
NB0BN	OFFICE AUTOMATION ANALYST II	560
NB0CN	OFFICE AUTOMATION ANALYST III	590
~~W73NN~~	OFFICE AUTOMATION ANALYST I-NC	~~M52~~
NB0DN	OFFICE AUTOMATION ANALYST IV	614
ND4AN	OFFICE SYSTEMS ANALYST I	653
ND4BN	OFFICE SYSTEMS ANALYST II	710
H17NN	PARK NATURALIST	470
NF7AN	PERSONNEL ANALYST I	577
NF7BN	PERSONNEL ANALYST II	603
NF7CN	PERSONNEL ANALYST III	634
E05NN	PHYSICIAN ASSISTANT	B00
F53AN	PLANNER I	532

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PROFESSIONAL – BASIC (BU 06)		
OCC CODE	OCC CODE	OCC CODE
F53BN	PLANNER II	593
F53CN	PLANNER III	642
W97NN	PLANNER III-NC	M90
T62BN	PLANNER II-NC	M68
T62AN	PLANNER I-NC	M52
F53DN	PLANNER IV	670
F53EN	PLANNER V	701
EA2NN	PLANNING AIDE	445
T61NN	PLANNING AIDE-NC	M36
~~F29NN~~	~~POLYGRAPH EXAMINER-MISC~~	~~643~~
NI8NN	PORT COMMERCIAL APPRAISER	720
N93CN	PORT COMMUNICATIONS SPCLST III	560
N93AN	PORT COMMUNICATIONS SPECLST I	470
N93BN	PORT COMMUNICATIONS SPECLST II	530
N93DN	PORT COMMUNICATIONS SPECLST IV	586
N93EN	PORT COMMUNICATIONS SPECLST V	622
ND1AN	PORT FINANCIAL ANALYST I	640
ND1BN	PORT FINANCIAL ANALYST II	660
ND1CN	PORT FINANCIAL ANALYST III	710
N63AN	PORT LEASING SALES OFFICER I	470
N63BN	PORT LEASING SALES OFFICER II	530
N55AN	PORT PLANNER I	620
N55BN	PORT PLANNER II	650
N55CN	PORT PLANNER III	680
N55DN	PORT PLANNER IV	710
N55EN	PORT PLANNER V	750
C13AN	~~BUYER I~~ PROCUREMENT ANALYST I	~~541~~ 601
~~E55NN~~	~~PROGRAMMER~~	~~479~~
~~E56AN~~	~~PROGRAMMER/ANALYST I~~	~~534~~
~~E56BN~~	~~PROGRAMMER/ANALYST II~~	~~577~~
~~E56CN~~	~~PROGRAMMER/ANALYST III~~	~~614~~
NL3AN	PROJECT BUDGET ANALYST I	601
NL3BN	PROJECT BUDGET ANALYST II	632
NL3CN	PROJECT BUDGET ANALYST III	662
~~EF3NN~~	~~PUBLIC AFFAIRS ASSISTANT~~	~~540~~
EF3AN	PUBLIC AFFAIRS ASST I	473

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EF3BN	PUBLIC AFFAIRS ASST II	540
G19AN	PUBLIC HEALTH NURSE I	574
G19BN	PUBLIC HEALTH NURSE II	595
G19CN	PUBLIC HEALTH NURSE III	611
T18CN	PUBLIC HEALTH NURSE III-NC	611

PROFESSIONAL – BASIC (BU 06)

OCC CODE	OCC CODE	OCC CODE
T18BN	PUBLIC HEALTH NURSE II-NC	595
T18AN	PUBLIC HEALTH NURSE I-NC	574
T18NN	PUBLIC HEALTH NURSE-NC	M69
G21AN	PUBLIC HEALTH NUTRITIONIST I	500
G21BN	PUBLIC HEALTH NUTRITIONIST II	550
G21CN	PUBLIC HEALTH NUTRITIONIST III	600
F56NN	PUBLIC HEALTH PHYSICIAN	C00
T87NN	PUBLIC HEALTH PHYSICIAN-NC	C00
T76NN	PUBLIC HEALTH PROFESSIONAL-NC	B00
TS8BN	PUBLIC HLTH NUTRITIONIST II-NC	550
TS8AN	PUBLIC HLTH NUTRITIONIST I-NC	500
TS8CN	PUBLIC HLTH NUTRITIONST III-NC	600
ED5AN	REAL ESTATE PROJECT COORD I	634
ED5BN	REAL ESTATE PROJECT COORD II	660
ED5CN	REAL ESTATE PROJECT COORD III	680
EC5AN	RECYCLING SPECIALIST I	470
EC5BN	RECYCLING SPECIALIST II	530
G11AN	REGISTERED NURSE I	571
G11BN	REGISTERED NURSE II	591
T66BN	REGISTERED NURSE II-NC	591
T66AN	REGISTERED NURSE I-NC	571
MC2NN	RESEARCH ASSISTANT-WATER	B00
D69AN	SAFETY SPECIALIST I	532
D69BN	SAFETY SPECIALIST II	593
NL4NN	SAFETY SPECIALIST III	651
MG6CN	SAFETY SPECIALIST III	651
AL7NN	SR. CITY CLERK ANALYST	651
E90BN	SYSTEMS ANALYST II	562
H69AN	SYSTEMS SUPPORT SPECLST I	530
H69BN	SYSTEMS SUPPORT SPECLST II	570
H69CN	SYSTEMS SUPPORT SPECLST III	610

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H69DN	SYSTEMS SUPPORT SPECLST IV	650
H69EN	SYSTEMS SUPPORT SPECLST V	690
AT1AN	TRANSPORTATION PLANNER I	620
~~NC6AN~~	~~TRANSPORTATION PLANNER I~~	~~620~~
AT1BN	TRANSPORTATION PLANNER II	650
~~NC6BN~~	~~TRANSPORTATION PLANNER II~~	~~650~~
AT1CN	TRANSPORTATION PLANNER III	680
~~NC6CN~~	~~TRANSPORTATION PLANNER III~~	~~680~~

PROFESSIONAL – BASIC (BU 06)

OCC CODE	OCC CODE	OCC CODE
AT1DN	TRANSPORTATION PLANNER IV	710
~~NC6DN~~	~~TRANSPORTATION PLANNER IV~~	~~710~~
E73NN	TRANSPORTATION PROG PLANNER	624
ME1NN	WATER CONSERVATION SPECIALIST	664
M80NN	WATER QUALITY ORGANIC CHEMIST	684
G30NN	X-RAY TECHNICIAN	452
T86NN	X-RAY TECHNICIAN-NC	M37

PROTECTION – SUPERVISORY (BU 07)

OCC CODE	POSITION TITLE	RANGE
J03CN	ANIMAL CONTROL OFFICER III (T)	492
ED8NN	ANIMAL SVCS OPERATIONS SUPV	612
~~N11NN~~	~~CHIEF PORT SECURITY OFFICER~~	~~684~~
J80NN	COMMUNICATIONS CENTER COORD	631
J76NN	COMMUNICATIONS CENTER SUPVR	592
H61DN	COMMUNITY SERVICES ASST IV	570
F06CN	CRIMINALIST III-MISC	680
F06DN	CRIMINALIST IV-MISC	700
F66NN	CRIMINALIST SUPERVISOR	700
F32BN	DETENTION OFFICER II	494
~~EI1AN~~	~~EMERGENCY COMMNCTNS SUPV I (T)~~	~~600~~
~~EI1BN~~	~~EMERGENCY COMMNCTNS SUPV II (T)~~	~~630~~
NM4CN	HARBOR PATROL OFFICER III	502
G42BN	HAZARDOUS MATERIALS SPEC II	594
F45NN	PARKING CONTROL SUPERVISOR	503
J45DN	PUBLIC SAFETY DISPATCHER IV	561
J54NN	SENIOR ANIMAL CONTROL OFFICER	492
F33EN	SPECIAL SERVICES OFFICER V	565

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F33DN	SPECIAL SVCS OFFICER IV	502
FF3DN	SPECIAL SVCS OFFICER IV-ARMED	502
FG3DN	SPECIAL SVCS OFF IV – ARMED AIRPORT	502
FF3EN	SPECIAL SVCS OFFICER V-ARMED	565
AV1NN	VETERINARIAN	B00

PROTECTION – BASIC (BU 08)		
OCC CODE	**POSITION TITLE**	**RANGE**
F63N1	AMBULANCE OPERATOR	P26
F63N2	AMBULANCE OPERATOR	P27
F63N3	AMBULANCE OPERATOR	P29

PROTECTION – BASIC (BU 08)		
OCC CODE	**OCC CODE**	**OCC CODE**
T63N2	AMBULANCE OPERATOR-NC	H26
J03AN	ANIMAL CONTROL OFFICER I	411
J03BN	ANIMAL CONTROL OFFICER II	431
T42AN	ANIMAL CONTROL OFFICER I-NC	M27
H61AN	COMMUNITY SERVICES ASST I	420
H61BN	COMMUNITY SERVICES ASST II	451
H61CN	COMMUNITY SERVICES ASST III	483
F32AN	DETENTION OFFICER I	434
NM4AN	HARBOR PATROL OFFICER I	426
NM4BN	HARBOR PATROL OFFICER II	444
F19AN	PARKING CONTROL CHECKER I	370
F19BN	PARKING CONTROL CHECKER II	401
T98AN	PARKING CONTROL CHECKER I-NC	M22
TA3NN	POLICE CADET-NC	H36
F48AN	POLICE SERVICES SPECLST I	389
F48BN	POLICE SERVICES SPECLST II	440
F48CN	POLICE SERVICES SPECLST III	480
~~F43NN~~	~~PROTECTION AIDE~~	~~272~~
TA8BN	PUBLIC SAFETY DISP II-NC	M48
TA8AN	PUBLIC SAFETY DISP I-NC	M42
J45AN	PUBLIC SAFETY DISPATCHER I	471
J45BN	PUBLIC SAFETY DISPATCHER II	501
J45CN	PUBLIC SAFETY DISPATCHER III	531
F31N1	SCHOOL GUARD	H73
F31N2	SCHOOL GUARD	P28

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TA5NN	SCHOOL GUARD-NC	H73
T70BN	SPCL SVCS OFFICER II-NC-ARMED	M35
F33AN	SPECIAL SERVICES OFFICER I	361
F33BN	SPECIAL SERVICES OFFICER II	426
F33CN	SPECIAL SERVICES OFFICER III	444
T30BN	SPECIAL SERVICES OFFICER II-NC	M35
T30AN	SPECIAL SERVICES OFFICER I-NC	M23
FF3CN	SPECIAL SVCS OFFICER III - ARMED	444
FG3CN	SPECIAL SVCS OFF III – ARMED AIRPORT	444

PEACE OFFICER – SUPERVISORY (09)		
OCC CODE	**POSITION TITLE**	**RANGE**
H26BN	PARK RANGER II	505
~~FG3DN~~	~~SPCL SCS OF IV-ARM ARPT PC OF~~	~~502~~
H56NN	SUPERVISING PARK RANGER	551

PEACE OFFICER – BASIC (10)		
OCC CODE	**POSITION TITLE**	**RANGE**
H26AN	PARK RANGER I	449
~~FG3CN~~	~~SPCL SCS OF III-ARM ARPT PC OF~~	~~444~~

REFUSE – SUPERVISORY (50)		
OCC CODE	**POSITION TITLE**	**RANGE**
J49NN	REFUSE FIELD INVESTIGATOR	473
J50NN	REFUSE SUPERVISOR	533

DEFINITION OF TERMS	
Occ Code (Occupation Code)	Alpha Numeric code used to identify an occupation/classification
Range	A code to identify a salary range for an occupation/classification
Terminal	If a classification (i.e. position title) is marked with a "T," it is considered terminal. Any current employee holding the classification will not be impacted, however, no new appointments may be made to the classification.

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APPENDIX C

SKILL AND OTHER PAYS – 10/7/26

Skills and other pays will be separate from base pay and if reportable as special compensation, to the extent legally permitted under the California Code of Regulations or as determined by CalPERS or a court of competent jurisdiction, will be reported periodically as earned.

All Educational Incentive items below have been determined to enhance employees' ability to perform their job and are not minimum qualifications for any classifications. They are offered solely as incentives to enhance job related capabilities. The applicable Department Head determines the courses, certificates, and degrees that enhance Department employees' ability to do their job.

All assignment pays shall be paid for all hours worked during the pay period when the employee is routinely and consistently assigned to such duties as part of their normal work schedule.

CODE	DESCRIPTION	CLASSIFICATION	AMOUNT	RATE TYPE	BASIS	AUTHORITY
TA 404	**Bilingual -** ~~For regular and frequent~~ When routinely and consistently assigned to use ~~of~~ certified ~~oral and/or written~~ bilingual skills.	Non-management classifications represented by IAM.	$1.500	Hourly	Flat Rate	**General City**
TA 405	**ASE Parts (Automobile Parts Specialist) -** When regularly assigned to fleet maintenance stockroom and obtain and maintain ~~possessing~~ ASE Automobile Parts Specialist (P2) ~~parts~~ certification.	Mechanical Equipment Stock Clerk Supervisor – Stores & Property	$1.000	Hourly	Flat Rate	**General City**
TA NEW 421	**ASE Parts (Medium/Heavy Trucks Parts (P1)** – When regularly assigned to fleet maintenance stockroom and obtain and maintain ASE Medium/Heavy Truck Parts Specialist (P1) certification.	Mechanical Equipment Stock Clerk Supervisor – Stores & Property	$1.000	Hourly	Flat Rate	**General City**
406	**Intermediate POST Certificate -** when possessing an intermediate POST certificate	Public Safety Dispatcher I - IV Communications Center Supervisor Communications Center Coordinator	$2.000	Hourly	Flat Rate	**General City**

407	**Advanced POST Certificate** - when possessing an intermediate POST certificate	Public Safety Dispatcher I - IV Communications Center Supervisor Communications Center Coordinator	$3.000	Hourly	Flat Rate	**General City**
TA 408 ~~S1/S2~~	**Nurse Family Partnership Certification** - When regularly assigned to administer and having the required certification to comply with the Nurse Family Partnership Program.	Public Health Nurse Supervisor	$4.500	Hourly	Flat Rate	**General City**
TA 409	**AWWA/CWEA I** - When ~~regularly~~ routinely and consistently assigned to test local water quality for compliance with governmental health standards, ~~collect and or a alyze water quality samples~~ and possessing eit her an AWWA lab analyst certification (Grade I) or CWEA lab analyst certification (Grade I)	Lab Analyst I – III Lab Assistant I – III Water Quality Organic Chemist	$2.000	Hourly	Flat Rate	**LB Utilities**
TA 410	**AWWA/CWEA II** - When routinely and consistently ~~regularly~~ assign ed to test local water quality for compliance with governmental health standards, ~~collect and or a alyze water quality samples~~ and possessing eit her an AWWA lab analyst certification (Grade II) or CWEA lab analyst certification (Grade II)	Lab Analyst I – III Lab Assistant I – III Water Quality Organic Chemist	$2.200	Hourly	Flat Rate	**LB Utilities**
TA 411	**AWWA/CWEA III** – When ro utinely and consistently ~~regularly~~ assign ed to test local water quality for compliance with governmental health standards, ~~collect and or a nalyze water quality samples~~ and possessing eit	Lab Analyst I – III Lab Assistant I – III Water Quality Organic Chemist	$2.400	Hourly	Flat Rate	**LB Utilities**

	her a AWWA lab analyst certification (Grade III) or CWEA lab analyst certification (Grade III)					
TA 412	**AWWA/CWEA IV** - When routinely and consistently ~~regularly~~ assigned to test local water quality for compliance with governmental health standards, ~~collect and or analyze water quality samples~~ and possessing either a AWWA lab analyst certification (Grade IV) or CWEA lab analyst certification (Grade IV)	Lab Analyst I – III Lab Assistant I - III Water Quality Organic Chemist	$2.600	Hourly	Flat Rate	**LB Utilities**
TA 514	**Section Lead -** When ~~regularly~~ routinely and consistently assigned to ~~and~~ performing duties as a section lead person over other employees.	Customer Service Rep III	$1.50	Hourly	Flat Rate	**General City**
TA 530	**Team Leader -** When ~~regularly~~ routinely and consistently assigned to ~~an d~~performing as a team leader over other employees as ~~of a~~ part of a ~~rehabilitation team or~~ specialized clinic or STD clinic in the Health Department.	Community Worker I Medical Social Worker II Nutrition Aide Nutrition Aide I-II Public Health Nurse Public Health Nurse I-III Public Health Nutritionist I Registered Nurse I-II	~~$2.00~~ $1.00	Hourly	Flat Rate	**General City**
584	**CWEACSM Grade 1** - When possessing a Grade I California Water Environment Association Collection System Maintenance (CWEACSM) Certificate.	Customer Service Rep I - III	$0.220	Hourly	Flat Rate	**LB Utilities**
585	**CWEACSM Grade 2** - When possessing a Grade II California Water Environment Association Collection System Maintenance (CWEACSM) Certificate.	Customer Service Rep I - III	$0.390	Hourly	Flat Rate	**LB Utilities**

586	**CWEACSM Grade 3** - When possessing a Grade III California Water Environment Association Collection System Maintenance (CWEACSM) Certificate.	Customer Service Rep I - III	$0.500	Hourly	Flat Rate	**LB Utilities**
587	**CWEACSM Grade 4** - When possessing a Grade IV California Water Environment Association Collection System Maintenance (CWEACSM) Certificate.	Customer Service Rep I - III	$0.660	Hourly	Flat Rate	**LB Utilities**
TA 588	**Jailer -** When ~~regularly~~ routinely and consistently assigned to and performing the duties associated with working in the jail, where criminally charged persons are confined.	Special Services Officer I-IV	**$6.000**	Hourly	Flat Rate	**General City**
591	**Water Treatment Grade I** - When possessing a Grade I Department of Public Health Services Water Treatment Certificate	Laboratory Analyst I - III Laboratory Assistant I - III	$0.220	Hourly	Flat Rate	**LB Utilities**
592	**Water Treatment Grade II** - When possessing a Grade II Department of Public Health Services Water Treatment Certificate	Laboratory Analyst I - III Laboratory Assistant I - III	$0.390	Hourly	Flat Rate	**LB Utilities**
TA 597	**CCCHR** – When possessing a University of Southern California Foundation for Cross Connection Control and Hydraulic Research certificate as a Specialist in Cross Connection Control or equivalent.	Environmental Health Specialist III-IV ~~Plumber Supervisor~~ ~~Water Utility Supervisor I-II~~	$0.66	Hourly	Flat Rate	**General City**

TA 760	**LB Utilities Department Emergency Response Team (ERT)** - When routinely and consistently assigned to the Long Beach Utilities ~~LBUD~~ Emergency Response Team (ERT) to instruct personnel in safety procedures.	Non-management classifications represented by IAM	$0.500	Hourly	Flat Rate	**LB Utilities**
TA 764	**Special Equipment Operator sUAS**- When ~~certified and~~ routinely and consistently assigned to operate a sUAS specialized unmanned aircraft and/or marine vessel for the Harbor Security Division.	Harbor Patrol Officer II - III	$2.000	Hourly	Flat Rate	**Harbor**
765	**Special Equipment Coordinator**- When routinely and consistently assigned to coordinate and lead sUAS Team operating a specialized unmanned aircraft and/ or marine vessel in Harbor Security Division	Harbor Patrol Officer II - III	~~$3.25~~ $3.000	Hourly	Flat Rate	**Harbor**
~~822~~	~~**SSO Airport** - When regularly assigned to and performing the duties associated with working in Airport dispatch.~~	~~Special Services Officer I - IV~~	~~$1.500~~	~~Hourly~~	~~Flat Rate~~	~~**General City**~~
838	**Dispatcher Dual Telephone Training** - Compensation to employees who complete the Public Safety Dispatcher dual (Police & Fire) telephone certification program.	Public Safety Dispatcher I - IV Communications Center Supervisor Communications Center Coordinator	$2.000	Hourly	Flat Rate	**General City**
839	**Dispatcher Dual Radio Training** - Compensation to employees who complete the Public Safety Dispatcher dual (Police & Fire) telephone and the dual (Police & Fire) radio certification programs.	Public Safety Dispatcher I - IV Communications Center Supervisor Communications Center Coordinator	$4.000	Hourly	Flat Rate	**General City**

842	**Visible Emissions 1** - When certified and regularly assigned Visible Emissions Evaluation duties in the Security Division (one certification)	Harbor Patrol Officer II - III	$1.000	Hourly	Flat Rate	**Harbor**
843	**Visible Emissions 2** - When certified and regularly assigned Visible Emissions Evaluation duties in the Security Division (two certifications)	Harbor Patrol Officer II - III	$2.000	Hourly	Flat Rate	**Harbor**
TA 848	**Airport SSO** - Special Services Officers ~~in the Peace Officer bargaining units~~ who are routinely and consistently assigned to patrol the Airport.	SPECIAL SVCS OFF III – ARMED AIRPORT SPECIAL SVCS OFF IV – ARMED AIRPORT ~~SSO III – Armed Airport Peace Officer~~ ~~SSO IV – Armed Airport Peace Officer~~	$2.500	Hourly	Flat Rate	**General City**
TA 859	**Training** – When routinely and consistently assigned by the Department Head to train personnel as part of a structured training plan.	Harbor Patrol Officer I - III Parking Control Checker I – II Special Services Officer I - IV **Port Security Systems Operator I-III**	$2.250	Hourly	Flat Rate	**General City**
TA 865	**Harbor Security** - When routinely and consistently assigned to patrol within the Harbor Department Security.	Harbor Patrol Officer I - III	$3.000	Hourly	Flat Rate	**Harbor**
TA 866	**SSO Patrol** - When routinely and consistently assigned to patrol within the Marine Patrol or Long Beach City College (LBCC).	Special Services Officer I - IV	$1.500	Hourly	Flat Rate	**General City**
869	**Maintenance Division** - When directing Materials Section of the Maintenance Division	Supervisor of Stores and Properties	$1.000	Hourly	Flat Rate	**Harbor**

TA 872	**Homeland Security Grant -** When ~~regularly assigned as project manager for technical initiatives associated with homeland security grants~~ routinely and consistently assigned lead or supervisory responsibility for the operational management of qualifying Homeland Security Grant funded initiatives.	Harbor Patrol Officer III	$3.500	Hourly	Flat Rate	**Harbor**
TA 873	**PD/FD PPA –** When routinely and consistently assigned to sensitive positions requiring trust and discretion such as ~~regularly~~ performing Payroll/Personnel Asst duties for the Police or Fire Department. May not be used in conjunction with skill pay 563.	Clerk Typist I-III Payroll/Personnel Asst I-III	$1.250	Hourly	Flat Rate	**General City**
TA 874	**Police Property & Supply Clerk –** When routinely and consistently ~~regularly~~ assigned ~~and~~ to performing lead work over other employees.	Police Property & Supply Clerk I-II	$1.500	Hourly	Flat Rate	**General City**
880	**Water Distribution Operator Grade II -** When possessing a Grade II Department of Health Services Distribution Operator Certificate	Customer Service Representative I - III Lab Analyst I – III Lab Assistant I – III Water Communications Center Supervisor Water Communications Dispatcher I - II	$0.200	Hourly	Flat Rate	**LB Utilities**
881	**Water Distribution Operator Grade III -** When possessing a Grade III Department of Health Services Distribution Operator Certificate	Customer Service Representative I - III Lab Analyst I – III Lab Assistant I – III Water Communications Center Supervisor Water Communications Dispatcher I - II	$0.350	Hourly	Flat Rate	**LB Utilities**

TA 882	**Water Distribution Operator Grade IV -** When possessing a Grade IV Department of Health Services Distribution Operator Certificate	Customer Service Representative I-III ~~Customer Service Representative II~~ ~~Customer Service Representative III~~ Water Communications Center Supervisor Water Communications Dispatcher I-II ~~Water Communications Dispatcher II~~	$0.450	Hourly	Flat Rate	**LB Utilities**
883	**Water Distribution Operator Grade V -** When possessing a Grade V Department of Health Services Distribution Operator Certificate	Customer Service Representative I - III Water Communications Center Supervisor Water Communications Dispatcher I - II	$0.600	Hourly	Flat Rate	**LB Utilities**
893	**ASE Master 2** - When regularly assigned to the maintenance and repair of City vehicles, or as supervisor to Equipment Mechanics within the Fleet Maintenance Division and possessing two ASE Master certifications.	Supervisor-Stores & Property	$2.200	Hourly	Flat Rate	**General City**
894	**ASE Master 1** - When regularly assigned to the maintenance and repair of City vehicles, or as supervisor to Equipment Mechanics within the Fleet Maintenance Division, and possessing one ASE Master certification, or for Supervisor-Stores and Property when possessing ASE Parts certification.	Supervisor-Stores & Property	$1.100	Hourly	Flat Rate	**General City**
TA ~~895~~	~~**Night Shift** - When regularly routinely and consistently assigned to the night shift at the Police Department Information Management Division and Jail sections. This pay can be stacked with Night Shift Differential~~	~~Clerk Supervisor Clerk Typist I-III~~	~~$2.40~~	~~Hourly~~	~~Flat Rate~~	~~**General City**~~

TA 896	**Swing Shift** - When ~~regularly~~ routinely and consistently assigned to swing shift at the Police Department Information Management and Jail sections.	Clerk Supervisor Clerk Typist I-III	$1.80	Hourly	Flat Rate	**General City**
897	**Day Shift** - When regularly assigned to day shift at the Police Department Informati on Management and Jail sections.	Clerk Supervisor Clerk Typist I-III	$1.20	Hourly	Flat Rate	**General City**
CD	**Training Pay** – Performing training duties.	Public Safety Dispatcher I - II	$3.500	Per Diem Hourly	Flat Rate	**General City**
CX	**Counter Plan Checking -** When assigned to work the Development Service Counter and performing over-the-counter plan checking.	Planner I-V Planning Aide Asst Planner I-II	$5.600	Per Diem Daily	Flat Rate	**General City**
F8	**Floor Warden** – When attending Floor Warden training, leading Emergency Action Plan training, participating in drills, conducting monthly Floor Warden checklists, or when responding to an emergency as a Floor Warden.	City employees are eligible, with the exception of sworn management, except for retired annuitants, commissioners, and elected officials.	$8.00	Per Diem Daily	Flat Rate	**General City**
TA MA	**Marksmanship** - ~~Sworn personnel of the Police Department, Special Services Officers and Harbor Patrol Officers~~ Eligible classifications who may be called upon to use firearms in the performance of their duties and who on a qualifying schedule prescribed by the Chief of Police attain a required degree of proficiency in marksmanship.	Special Services Officer I-IV Harbor Patrol Officer I-III	Rate Varies (Level) Marksman - ~~$48~~ $1.85 Sharpshooter ~~$96~~ $3.69 Expert ~~$192~~ $7.38 Master ~~$384~~ $14.77	~~Yearly~~ Per pay period	Flat Rate	**General City**
TA T2	**Training** - When assigned by the Department Head to train personnel as part of a structured training plan.	AP Communication Ctr Operator I - II Harbor Patrol Officer I – III	$2.25	Per Diem Hourly	Flat Rate	**General City**

		Parking Control Checker I – II Special Services Officer I-IV Port Security Systems Operator I-III				
TA T9	**As Needed Jailer** - When performing the duties associated with working in the jail, on an as-needed basis	Special Services Officer I-IV	$4.000	Per Diem hourly	Flat Rate	**General City**
TA ~~S1/S2~~ W1	**Shift Supervisor -** When performing as shift supervisor.	Harbor Patrol Officer II	$0.900	Per Diem Hourly	Flat Rate	**Harbor**
TA ~~S1/S2~~ W4	**School Guard Supervisor** - When assigned to and performing as School Guard Supervisor.	Special Services Officer II	$4.000	Per Diem Daily	Flat Rate	**General City**
TA ~~S1/S2~~W 5	**Trainer** - When assigned as School Guard Trainer.	School Guard I - II	$3.100	Per Diem Daily	Flat Rate	**General City**
~~TA~~ ~~S1/S2~~ X4	**SSO IV Duties** - When assigned to the Police Department Marine Patrol and performing the duties of a Security Officer IV during the Security Officer IV's regularly scheduled days off. This skill pay may not be combined with Higher Class Pay.	Special Services Officer III	$4.540	Per Diem Daily	Flat Rate	**General City**
~~TA~~ ~~S1/S2~~ X 6	**Communications Center Supervisor** - When assigned to and performing the duties of a Communications Center Supervisor during the Communications Center Supervisor's regularly scheduled days off. This skill pay may not be combined with Higher Class Pay.	Public Safety Dispatcher IV	$7.500	Per Diem Daily	Flat Rate	**General City**
~~TA~~ ~~S1/S2~~ X 7	**Police Records-** Employees of the Police Department when assigned to and performing the duties of the Police Records Supervisor during the supervisor's regular days off.	Clerk Typist III	$6.400	Per Diem Daily	Flat Rate	**General City**

TA ~~S1/S2~~ 1 Y	**Senior Animal Control** - When assigned to and performing the duties of Sr Animal Control Officer. May not be combined with Higher Class Pay.	Animal Control Officer II	$6.000	Per Diem Daily	Flat Rate	**General City**
TA ~~S1/S2~~ 3 Y	**CCTV** - Employees assigned to dispatch/closed circuit television (CCTV)	Harbor Patrol Officer I – III	$10.000	Per Diem Daily	Flat Rate	**Harbor**
TA ~~S1/S2~~ 7 Y	**Dispatcher Radio Training** - Compensation to employees assigned to train on the operation of radio communications for both the Police and Fire Department dispatch.	Public Safety Dispatcher I - IV Communications Center Supervisor Communications Center Coordinator	$0.750	Per diem Hourly	Flat Rate	**General City**
TA ~~S1/S2~~ 9 Y	**Dispatcher Telephone Training** - Compensation to employees assigned to train on the operation of telephone lines for both the Police and Fire Department dispatch.	Public Safety Dispatcher I - IV Communications Center Supervisor Communications Center Coordinator	$0.750	Per diem Hourly	Flat Rate	**General City**
TA Z8	**Bilingual** - For employees who are certified and assigned to use ~~oral and/or written~~ bilingual skills on an as-needed basis.	Non-management Classifications represented by IAM	$1.500	Per Diem Hourly	Flat Rate	**General City**
TA T8	**Notary Skill Pay -** When possessing a notary certification and assigned to notarize documents in the course of assigned duties.	Non-management Classifications represented by IAM	$0.50	Per Diem Hourly	Flat Rate	General City
TA NEW 422	**Airport Badging Office -** Employees regularly assigned to and performing the duties associated with working in Airport Badging Office.	~~This skill pay shall apply to classifications assigned to the Badging Office, including Airport Operations Specialists and~~ Clerk Typist I - III	**$1.25**	**Hourly**	**Flat Rate**	**General City**
TA NEW 423	**GIS / CAD:** When regularly assigned to and performing specialized GIS and CAD duties (Noise Division), including converting CAD	Airport Operations Specialist III	**$2.000**	**Hourly**	**Flat Rate**	**General City**

	files into GIS formats, creating and maintaining airport GIS datasets, and producing mapping products used for regulatory and operational reporting.					

10/14/26

FOR THE UNION DATE

10/14/26

FOR THE CITY OF LONG BEACH DATE