

RESOLUTION NO. RES-24-0044

A RESOLUTION OF THE CITY COUNCIL OF THE
CITY OF LONG BEACH APPROVING A LETTER OF
AGREEMENT WITH THE LONG BEACH MANAGEMENT
ASSOCIATION (LBMA) TO AMEND THE 2023-2026
MEMORANDUM OF UNDERSTANDING

WHEREAS, following adoption of the LBMA 2023-2026 Memorandum of Understanding (MOU), the City identified issues with classification titles and assigned salary ranges/groupings, and Unrepresented Management Employee Terms, that need to be resolved to address compensation issues related to supervisory differential, reportable compensation to CalPERS, and the need to assign outstanding classifications to salary ranges; and

WHEREAS, the City has reached an agreement with the LBMA regarding the applicable changes to their represented positions, and City Council approval is requested to formally approve the Letter of Agreement amending the 2023-2026 Memorandum of Understanding between the City and LBMA and the Classification Titles and Salary Range updates reflected in Appendix A and Appendix B Addendums for management unrepresented employees;

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

Section 1. The Letter of Agreement amending the 2023-2026 Memorandum of Understanding with the Long Beach Management Association, attached hereto as Exhibit "A" and the Classification Titles and Salary Range updates reflected in Appendix A and Appendix B Addendums for management unrepresented employees are hereby authorized and approved.

Section 2. This resolution shall take effect immediately upon its adoption

1 by the City Council, and the City Clerk shall certify the vote adopting this resolution.

2 I hereby certify that the foregoing resolution was adopted by the City Council
3 of the City of Long Beach at its meeting of April 9, 2024, by the
4 following vote:

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6 Ayes: Councilmembers: Allen, Duggan, Supernaw, Kerr, Saro,
7 Uranga, Austin, Ricks-Oddie.

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10 Noes: Councilmembers: None.

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12 Absent: Councilmembers: Zendejas.

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14 Recusal(s): Councilmembers: None.

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City Clerk

EXHIBIT "A"

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2024 LETTER OF AGREEMENT
BETWEEN THE CITY OF LONG BEACH AND
THE LONG BEACH MANAGEMENT ASSOCIATION

RE: LBMA POSITION SALARY GROUPINGS

This Letter of Agreement is entered between the City of Long Beach ("City") and the Long Beach Long Beach Management Association ("LBMA"), (collectively "the Parties").

WHEREAS, the Parties have entered into a Memorandum of Understanding (MOU) covering the period of October 1, 2023 to September 30, 2026, which includes a provision for Salary Groupings of LBMA represented classifications.

WHEREAS, the LBMA MOU, Article Two, Section B regarding Salary Groupings indicates as follows:

- A. All represented classifications included in Appendix A (in LBMA MOU) will be appointed to a Salary Grouping for their position as outlined in the Salary Grouping tables in Appendix D (in LBMA MOU), which establishes the salary range for the position.
- B. Positions that have not been designated to a salary grouping (Appendix E in LBMA MOU) and requests for new classifications will be recommended for a salary range/grouping and transportation allowance by the Department of Human Resources, or appropriate appointing authority, and discussed with the Association.

WHEREAS, the Parties have met and discussed modifications of the Salary Groupings as follows:

- A. Designate the positions that are not grouped (Appendix E in LBMA MOU) to the appropriate salary range/grouping and transportation allowance.
- B. Designate several classifications:
 - 1. From one salary group to another based on negotiated agreements;
 - 2. From one salary group to a new salary group based on salary compression issues.
- C. Change specific position titles in Appendix A of the MOU.
- D. Re-evaluate specific position titles in Appendix D of the MOU and, designate them to another salary grouping;
- E. Increase the salary range maximum for a Utilities salary grouping based on additional review and analysis.

NOW THEREFORE, the Parties agree to the following, effective October 1, 2023:

- A. Appendix A in the LBMA MOU will have changes to titles as listed in Appendix A Addendum of this LOA.
- B. Appendix D in the LBMA MOU will be revised with the following changes listed in Appendix D Addendum of this LOA:
 - 1. Designate classifications that were listed in Appendix E of the LBMA MOU into assigned salary groupings based on scope, complexity of work and internal equity;
 - 2. Revised classification changes to be designated into salary groupings;
 - 3. Assigning classifications to a new salary grouping (Manager Schedule III).
 - 4. Revised title changes;
 - 5. Designate several classifications from one salary grouping to another;
 - 6. Increasing the salary range for Utilities Superintendent / Officer; And;
 - 7. Assigning a salary range for Harbor classifications, previously assigned to Miscellaneous.
- C. This Letter of Agreement shall not change any Memorandum of Understanding (MOU) provisions other than as outlined above.

THE PARTIES AGREE TO THE ABOVE:

FOR THE CITY OF LONG BEACH:



Thomas B. Modica
City Manager

3/21/24
Date

FOR THE LONG BEACH
MANAGEMENT ASSOCIATION:



Audra Balok, President, LBMA

3/18/24
Date

APPENDIX A ADDENDUM

REVISED CLASSIFICATION TITLES

CURRENT POSITION TITLE	NEW POSITION TITLE
ADMIN OFFICER—DEVEL SVCS	ADMIN OFFICER – COMMUNITY DEVELOPMENT
ADMINISTRATIVE OFFICER—WATER	ADMINISTRATIVE OFFICER - UTILITIES
ASSISTANT DIRECTOR—DEVEL SVCS	ASSISTANT DIRECTOR-COMMUNITY DEVELOPMENT
-	CHIEF OF ADMINISTRATIVE OPERATIONS
DEPUTY DIRECTOR—DEVEL SVCS	DEPUTY DIRECTOR – COMMUNITY DEVELOPMENT
DIRECTOR OF DEVELOPMENT SVCS	DIRECTOR OF COMMUNITY DEVELOPMENT
DIRECTOR OF EMERGENCY SERVICES & BUSINESS CONTINUITY	DIRECTOR-DIS PREP/EMER COMM
DIRECTOR OF TECHNOLOGY SVCS	DIRECTOR OF TECHNOLOGY AND INNOVATION
EXEC ASST—BD OF WTR COMM & GM	EXEC ASST - BD OF UTILITIES COMM & GM
EXEC ASST—BOARD OF WATER COMM	EXEC ASST – BOARD OF UTILITIES COMM
-	EXECUTIVE PERSONAL AIDE
EXECUTIVE SECRETARY—WATER	EXECUTIVE SECRETARY - UTILITIES
GEN SUPT—DEVELOPMENT SVCS	GEN SUPT – COMMUNITY DEVELOPMENT
-	MGR – ADMINISTRATIVE OPERATIONS
MANAGER-PORT PLANNING (HARBOR)	MGR-TRANSPORTATION DEVELOPMENT
MGR-CITIZNS' POLICE COMPLNT COMM	POLICE OVERSIGHT OFFICER
NOISE ABATEMENT OFFICER	AIRPORT NOISE COMPLIANCE OFFICER
RCRTMNT/SLCTN OFCR—CIVIL SVC	RECRUITMENT OFFICER
-	YOUTH & COMMUNITY SERVICES OFFICER

APPENDIX D ADDENDUM

REVISED SALARY GROUPINGS

GENERAL CITY			
Director/Department Head \$220,000 - \$265,000			
AV8NN	DIR-ECONOMIC DEVELOPMENT	A96NN	DIRECTOR OF PRKS, REC & MARINE
A44NN	DIRECTOR OF DEVELOPMENT SVCS DIRECTOR OF COMMUNITY DEVELOPMENT	A67NN	DIRECTOR OF PUBLIC WORKS
AD5NN	DIRECTOR OF HTH & HUMAN SVC	A66NN	DIRECTOR OF TECHNOLOGY SVCS DIRECTOR OF TECHNOLOGY AND INNOVATION
A26NN	DIRECTOR OF LIBRARY SERVICES	AU7NN	DIRECTOR-DIS PREP/EMER COMM
A34NN	DIRECTOR OF LB AIRPORT	A50NN	DIRECTOR-ENERGY RESOURCES
Deputy Director \$185,000 - \$225,000			
A24NN	CITY ENGINEER	E16NN	DEP DIRECTOR-ECONOMIC DEVEL
AW3NN	DEP DIR OF HEALTH & HUMAN SVCS	EH2NN	DEPUTY DIRECTOR-PR&M
EH1NN	DEPUTY DIRECTOR-AIRPORT	AL9NN	DEPUTY DIRECTOR-PUBLIC WORKS
A89NN	DEPUTY DIRECTOR-CIVIL SERVICE	F86NN	DEPUTY DIRECTOR - TECH SVCS
AT7NN	DEPUTY DIRECTOR-DEVEL SVCS DEPUTY DIRECTOR - COMMUNITY DEVELOPMENT		
Manager - Schedule I \$170,000 - \$205,000			
AD8NN	CITY CONTROLLER	F88NN	MGR-ENTERPRISE INFO SVCS
A64NN	CITY TREASURER	AR4NN	MGR-GAS & OIL OPERATIONS
AA7NN	CHIEF OF ADMINISTRATIVE OPERATIONS	F80NN	MGR-OFFICE OF INNOVATION
AU1NN	EXEC DIR-RGNL WRKFC INVST BRD	AF3NN	MGR - OPERATIONS & ADMIN
AH1NN	JAIL ADMINISTRATOR	AA3NN	MGR - PEOPLE AND OPERATIONS
AA5NN	MGR - ADMINISTRATIVE OPERATIONS	AR2NN	MGR-PLANNING BUREAU
AP1NN	MGR-BUSINESS INFORMATION SVCS	B35NN	MGR-SUPPORT SERVICES-HEALTH
AA1NN	MGR-BUSINESS SYSTEMS PARTNER	F97NN	MGR-TECH ENGAGEMENT & SUPPORT
BG6NN	MGR-CUST SERVICE-TECH SVC	AP4NN	MGR-TECH INFRASTRUCTURE SVCS
F96NN	MGR-DIGITAL SERVICES BUREAU	AQ1NN	POLICE ADMIN BUREAU CHIEF
L50NN	MGR-ELECTRIC GENERATION	B82NN	SUPT-BUILDING AND SAFETY
L52NN	MGR-ENVIRONMENTAL SERVICES		
Manager - Schedule II \$140,000 - \$185,000			
AV3NN	ASSISTANT CITY CONTROLLER	F95NN	MGR-COMMUNICABLE DIS & EMR RES
AS8NN	ASSISTANT CITY ENGINEER	AG5NN	MGR-COMMUNITY HEALTH
AL6NN	CITY CLERK BUREAU MANAGER	AB2NN	MGR-ECONOMIC DEVELOPMENT
AS9NN	CITY TRAFFIC ENGINEER	AF7NN	MGR-ENVIRONMENTAL HEALTH

EH3NN	CYBER SECURITY OFFICER	A78NN	MGR-FLEET SERVICES
KA2NN	DIVISION ENGINEER-OIL PROP	L75NN	MGR-GOVERNMENT AFFAIRS
AR9NN	GENERAL SUPT OF OPERATIONS	AD2NN	MGR-HOMELESS SERVICES
BE9NN	GENERAL SUPT - ADMINISTRATION	AM3NN	MGR-HOUSING AUTHORITY
AT6NN	GEN SUPT-DEVELOPMENT SVCS GEN SUPT - COMMUNITY DEVELOPMENT	AF8NN	MGR-HOUSING/NBHD SVCS
AN3NN	MGR-ADMIN & FINANCIAL SERVICES	BG4NN	MGR-MAIN LIBRARY SVCS
AM7NN	MGR-ADMINISTRATION	AC9NN	MGR-MAINTENANCE OPERATIONS
BI3NN	MGR-AIRPORT OPERATIONS	A41NN	MGR-MARINE OPERATIONS
AR7NN	MGR-ANIMAL CARE SERVICES	AI9NN	MGR-OPERATIONS SUPPORT
AP8NN	MGR-AUTOMATED SERVICES	AA3NN	MGR-PEOPLE AND OPERATIONS
AU4NN	MGR-BRANCH LIBRARY SVCS	AI8NN	MGR-PREVENTIVE HEALTH
AG9NN	MGR-BUSINESS OPERATIONS	F79NN	MGR-PRK PLANNING & PARTNERSHIP
C70NN	MGR-BUSINESS RELATIONS	AR3NN	MGR-PROJECT DEVELOPMENT
AA1NN	MGR-BUSINESS SYSTEMS PARTNER	AB9NN	MGR-PROPERTY SERVICES
BF1NN	MGR-CITY SAFETY	A45NN	MGR-PUBLIC SERVICE
EH6NN	MGR-CODE ENFORCEMENT	AH0NN	MGR-RECREATION SERVICES
EH8NN	MGR-COLLECTIVE IMPACT	AU2NN	MGR-RISK & OCCUP HEALTH SVCS
E17NN	MGR-COMM&GOVERNMENTAL AFFAIRS	L68NN	MGR-SPECIAL EVENTS & FILMING
A87NN	MGR-COMMERCIAL SERVICES	BE7NN	MGR - TRANSPORTATION PROJ MGMT
Manager - Schedule III \$183,000-\$235,000			
KA2NN	DIVISION ENGINEER-OIL PROP	AR4NN	MGR-GAS & OIL OPERATIONS
Officer-Citywide Support \$120,000-\$170,000			
B09NN	ACCOUNTING OPERATIONS OFFICER	F84NN	PUBLIC AFFAIRS OFFCR-CITY MGR
AV2NN	BUDGET ANALYSIS OFFICER	BA9NN	PURCHASING AGENT
L72NN	BUDGET MANAGEMENT OFFICER	A97NN	RECRUITMENT OFFICER
AQ3NN	BUSINESS INFO TECH OFFICER	CB1NN	REVENUE MANAGEMENT OFFICER
BE5NN	DIGITAL EQ AND INCLUSION OFCR	AA2NN	RISK MANAGEMENT OFFICER
A82NN	EMPLOY SVCS OFCR-CIVIL SVC	AN7NN	TECHNICAL SUPPORT OFFICER
AM6NN	FINANCIAL SYSTEMS OFFICER	BE4NN	TECHNOLOGY PARTNERSHIP OFFICER
A99NN	HUMAN RESOURCES OFFICER	AN4NN	TREASURY OPERATIONS OFFICER
F91NN	INFORMATION SYSTEMS OFFICER	AM2NN	VIDEO COMMUNICATIONS OFFICER
BE6NN	INFRASTRUCTURE SYSTEMS OFFICER	B53NN	WIRELESS COMMUNICATIONS OFCR
F76NN	PAYROLL OFFICER		
Officer - Schedule I \$135,000 - \$170,000			
E92NN	ADVANCE PLANNING OFFICER	AV9NN	CURRENT PLANNING OFFICER
AU6NN	AIRPORT ENGINEERING OFFICER	BB9NN	DATA CENTER OFFICER
AV5NN	NOISE ABATEMENT OFFICER AIRPORT NOISE COMPLIANCE OFFICER	F71NN	FORENSIC SCIENCE SVCS ADMINSTR
AV4NN	AIRPORT OPERATIONS OFFICER	L59NN	HOUSING OPERATIONS OFFICER

L72NN	BUDGET MANAGEMENT OFFICER	B33NN	NURSING SERVICES OFFICER
B50NN	BUILDING INSPECTIONS OFFICER	BB3NN	POLICE RECORDS ADMINISTRATOR
AS9NN	CITY TRAFFIC ENGINEER	L57NN	PROJECT MANAGEMENT OFFICER
AJ3NN	CLINICAL SERVICES OFFICER	AP6NN	TELECOMMUNICATIONS OFFICER
AH5NN	CONSTRUCTION SERVICES OFFICER	AA6NN	YOUTH & COMMUNITY SERVICES OFFICER
Administrative Officer/Financial Services Officer \$115,000-\$160,000			
A60NN	ADMIN OFFICER-AIRPORT	M08NN	ADMINISTRATIVE OFFICER-WATER
AD6NN	ADMIN OFFICER-CIVIL SERVICE	L40NN	ADMINISTRATIVE OFFICER - UTILITIES
AI0NN	ADMIN OFFICER-DEVEL SVCS ADMIN OFFICER - COMMUNITY DEVELOPMENT	A79NN	ADMINISTRATIVE SVCS OFFICER
A70NN	ADMIN OFFICER-LIBRARY SERVICES	BH1NN	FINANCIAL SERVICES OFFICER
BF4NN	ADMIN OFFICER-POLICE	AC8NN	FLEET FINANCE OFFICER
A73NN	ADMIN OFFICER-PUBLIC WORKS		
Superintendent \$115,000 - \$150,000			
BE1NN	RECREATION SUPERINTENDENT	B44NN	SUPT - REFUSE
AR6NN	SUPT-AIRPORT SECURITY	AK5NN	SUPT-STREET MAINTENANCE
B25NN	SUPT-ANIMAL CONTROL	BC2NN	SUPT-STREET SWEEPING
L63NN	SUPT-FLEET ACQUISITION	L47NN	SUPT-TOWING & LIEN SALES
L64NN	SUPT-FLEET MAINTENANCE	CA4NN	SUPT-TRAFFIC OPERATIONS
B48NN	SUPT-PARK MAINTENANCE		
Officer - Schedule II \$105,000 - \$150,000			
A01NN	ACCOUNTING OFFICER	B73NN	HOUSING OPS PROGRAM OFFICER
B09NN	ACCOUNTING OPERATIONS OFFICER	EH7NN	LABOR COMPLIANCE OFFICER
AE6NN	AIRPORT PUBLIC AFFAIRS OFFICER	BG2NN	LIBRARY YOUTH SERVICES OFFICER
AC5NN	BUSINESS SERVICES OFFICER	F83NN	MGR-CANNABIS OVERSIGHT
AW8NN	CHRONIC DISEASE & INJURY OFCR	BH9NN	NEIGHBORHOOD IMPRVMT OFFICER
KA7NN	CODE ENFORCEMENT OFFICER	AV5NN	NOISE ABATEMENT OFFICER
AW7NN	COMMUN DISEASE SUV & CTRL OFCR	B33NN	NURSING SERVICES OFFICER
EH5NN	COMMUNICATIONS CENTER OFFICER	AN1NN	NUTRITION SERVICES OFFICER
AW6NN	COMMUNITY IMPACT OFFICER	F90NN	PARTNERSHIP OFFICER
L70NN	COMMUNITY INFORMATION OFFICER	F76NN	PAYROLL OFFICER
L41NN	CUSTOMER RELATIONS OFFICER	BE8NN	PEOPLE AND CULTURE OFFICER
AC7NN	CUSTOMER SERVICES OFFICER	F85NN	MGR-CTZNS' POLICE COMPLNT COMM POLICE OVERSIGHT OFFICER
L42NN	DEPARTMENT SAFETY OFFICER	EH4NN	PUBLIC AFFAIRS OFFICER
AM1NN	DISASTER PREP OFFICER	AG2NN	PUBLIC INFORMATION OFFICER
AD7NN	ENVIR HLTH OPS OFFICER	AT1NN	PUBLIC HEALTH EMERG MGMT OFCR
B51NN	FACILITIES MANAGEMENT OFFICER	AM4NN	REAL ESTATE OFFICER

AW5NN	GRANTS & CONTRACTS MGMT OFCR	AW9NN	RESOURCE CONNECTIONS OFFICER
C49NN	GRANTS ACCOUNTING OFFICER	BI7NN	SERRF OPERATIONS OFFICER
AW4NN	HOMELESS ADMIN OPS OFFICER	BI6NN	WORKFORCE DEVEL OFFICER
G09NN	HOMELESS PROGRAMS OFFICER	AF0NN	WASTE MANAGEMENT OFFICER
AI4NN	HOUSING DEVELOPMENT OFFICER		
Special Projects Officer \$110,000 - \$148,000			
L60NN	SPECIAL PROJECTS OFFICER	AJ8NN	SPECIAL PROJECTS OFF - HOUSING
Assistant to an Executive \$105,000 - \$145,000			
R15NN	ASSISTANT TO THE CITY MANAGER	NA3NN	ASST TO EXECUTIVE DIRECTOR
Executive Secretary \$80,000 - \$115,000			
D83NN	EXEC ASST TO CITY MANAGER	N39NN	EXECUTIVE SECRETARY-HARBOR
MG7NN	EXEC ASST-BD OF WTR COMM & GM-EXEC ASST- BD OF UTILITIES COMM & GM	D82NN	EXEC ASST TO ASST CTY MGR
M97NN	EXEC ASST- BOARD OF UTILITIES COMM	MG5NN	EXECUTIVE SECRETARY-WATER —EXECUTIVE SECRETARY - UTILITIES
Executive Assistant \$75,000 - \$105,000			
D94NN	EXECUTIVE ASSISTANT	AA4NN	EXECUTIVE PERSONAL AIDE
General City - Miscellaneous Salary			
AD4NN	CITY HEALTH OFFICER	\$236,965	
SWORN SAFETY			
Chief of Police \$294,117 - \$309,000			
A23NN	CHIEF OF POLICE		
Deputy Chief of Police \$ 263,177			
B15NN	DEPUTY CHIEF OF POLICE		
Police Commander \$244,816			
BA8NN	POLICE COMMANDER		
Fire Chief \$290,765-\$305,000			
A49NN	FIRE CHIEF		
Deputy Fire Chief \$ 258,331			
B20NN	DEPUTY FIRE CHIEF		

Assistant Fire Chief \$240,308			
A18NN	ASST FIRE CHIEF		
Marine Safety Chief \$215,612			
B61NN	MARINE SAFETY CHIEF		
LONG BEACH UTILITIES			
Utilities Director (Schedule I) \$164,000-\$225,000			
MF5NN	DIRECTOR - ADMINISTRATION	MF7NN	DIR-WATER QUALITY/PROCESS
M46NN	DIRECTOR OF ENGINEERING	MF6NN	DIRECTOR-WATER/SEWER FIELD OPS
M58NN	DIRECTOR OF OPERATIONS	L51NN	MGR-ENGINEERING & CONSTRUCTION
M72NN	DIRECTOR OF WATER RESOURCES	B28NN	MGR-INFORMATION SERVICES
Utilities Director (Schedule II) \$145,000-\$192,000			
MF2NN	DIRECTOR-FINANCE	L61NN	SUPT-ENGINEERING
M88NN	MGR-ENGINEERING		
Utilities Manager (Schedule I) \$120,000-\$168,000			
B30NN	LABORATORY SERVICES OFFICER	M78NN	MGR-SEWER OPERATIONS
MF9NN	MGR-BUDGET AND RATES	MG2NN	MGR-SUPPORT SERVICES
B55NN	MGR-GAS SERVICES	MG3NN	MGR-WATER CONSTRUCTION
MF1NN	MGR-SEC & EMERGENCY PREP	M49NN	MGR-WATER SERVICES
Utilities Superintendent/Officer \$103,000- \$135,000 \$144,200			
BI9NN	ENERGY SERVICES OFFICER	L46NN	SUPT-PIPELINE MAINTENANCE
EG1NN	GAS PIPELINE COMPLIANCE OFCR	BG9NN	UTILITY SERVICES OFFICER
AG8NN	SUPT-OPERATIONS		
ASSISTANT/DIRECTOR - HARBOR			
Harbor Director \$210,000-\$255,000			
NA4NN	CHIEF INFORMATION OFFICER	NB7NN	DIRECTOR-GOVERNMENT RELATIONS
N92NN	DIRECTOR OF COMMUNICATIONS	NE5NN	DIRECTOR-PORT PLANNING
N18NN	DIRECTOR OF MAINTENANCE	NF4NN	DIRECTOR-PROCUREMENT
NB6NN	DIRECTOR OF RISK MANAGEMENT	NE4NN	DIRECTOR-PROGRAM MANAGEMENT
NA5NN	DIRECTOR OF SECURITY	NH2NN	DIRECTOR-PROJECT CONTROLS
N22NN	DIRECTOR-BUSINESS DEVEL	N61NN	DIRECTOR-REAL ESTATE
ND9NN	DIRECTOR-CONSTRUCTION MGMT	NK6NN	DIRECTOR-SURVEY

NE1NN	DIRECTOR-ENGINEERING DESIGN	NJ5NN	DIRECTOR-TENANT SVCS
NE2NN	DIRECTOR-ENVIRONMENTAL PLNG	N77NN	DIR-HUMAN RESOURCES-HARBOR
N59NN	DIRECTOR-FINANCE		
Harbor Assistant Director \$190,000-\$235,000			
NG6NN	ASST DIRECTOR-BUSINESS DEVEL	N05NN	ASST DIRECTOR OF MAINTENANCE
NB8NN	ASST DIR-COMMS/COMM RLTS	NK9NN	ASST DIRECTOR-PORT PLANNING
NH4NN	ASST DIR-CONSTRUCTION MGMT	NF7NN	ASST DIRECTOR - PROCUREMENT
NH5NN	ASST DIR-ENGINEERING DESIGN	NH6NN	ASST DIR-PROGRAM MANAGEMENT
NE7NN	ASST DIR-ENVIRONMENTAL PLNG	N62NN	ASST DIRECTOR-REAL ESTATE
NB4NN	ASSISTANT DIRECTOR-FINANCE	NB9NN	ASST DIR SEC-HOMELAND SEC
NB5NN	ASST DIRECTOR-HR	NH7NN	ASST DIR-SECURITY OPERATIONS
ND7NN	ASST DIRECTOR-INFORMATION MGMT	NB1NN	ASSISTANT DIRECTOR - SURVEY
MANAGER - HARBOR			
Harbor Manager (Schedule I) \$170,000-\$208,000			
NH9NN	MANAGER-CEQA/NEPA PRACTICES	NJ2NN	MGR-HARBOR MARINE
NH8NN	MANAGER-PROJECT CONTROLS	NK5NN	MGR-INTERMODAL OPERATIONS
NI1NN	MANAGER-TECHNICAL SECURITY	NG5NN	MGR-NETWORK OPERATIONS
NE9NN	MGR-AIR QUALITY PRACTICES	NF1NN	MGR-SECURITY OPS-TRAINING
NG4NN	MGR-BUSINESS APPLICATIONS	ND6NN	MGR-SUSTAINABLE PRACTICES
NF8NN	MGR-ENVR REMEDIATION	NM6NN	MGR-TECH STRATEGY/ARCH
NG7NN	MGR-FINANCIAL PLNG & ANALYSIS	NG3NN	MGR-WATER QUALITY PRACTICES
NG2NN	MGR - HBR CONST INSPCT/QUAL CTRL		
Harbor Manager (Schedule II) \$140,000-\$185,000			
NE8NN	DEP EXECUTIVE OFF-THE BOARD	NM3NN	MGR-HARBOR GRANTS
ND4NN	ENVIRONMENTAL OFFICER	ND5NN	MGR-INFRASTRUCTURE MAINT
NC6NN	MANAGER OF ACCOUNTING	NJ3NN	MGR-LABOR COMPLIANCE ADMIN
NM7NN	MANAGER-HUMAN RESOURCES	NM1NN	MGR-MAINTENANCE ADMINISTRATION
NK7NN	MANAGER-REVENUE	NL1NN	MGR-REAL ESTATE
NH0NN	MANAGER-SECURITY OPERATIONS	NL2NN	MGR-RIGHT OF WAY
NL0NN	MANAGER - TENANT SERVICES	NC7NN	MGR-SAFETY/BUSINESS CONTINUITY
NI2NN	MGR-BUSINESS DEVELOPMENT	NF9NN	MGR-SECURITY OPS-GRANTS & ADMN
NL3NN	MGR - COMMS/CMTY RELATIONS	N57NN	MGR-STRATEGIC PLAN & LAND USE
NC8NN	MGR-CONTRACT COMPLIANCE	ND1NN	MGR - SURVEY
NM9NN	MGR-ECONOMICS & FUNDING	NA7NN	MGR - TRANSPORTATION DEVELOPMENT
NJ1NN	MGR-ENGINEERING TECHNOLOGY	NF2NN	MGR-UTILITIES
NC9NN	MGR-FACILITIES MAINTENANCE		

Harbor Officer
\$130,000-\$175,000

NG1NN	OFFICER OF DEI AND PROCUREMENT	NJ8NN	PORT FINANCE OFFICER
NI7NN	PORT ADMINISTRATIVE OFFICER		

Harbor Capital Programs Executive
\$270,000-\$338,000

NJ7NN	CAPITAL PROGRAMS EXECUTIVE		
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Harbor Sr Director
\$229,000-\$287,000

ND8NN	SR DIRECTOR		
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Harbor - Miscellaneous Salary

NJ7NN	CAPITAL PROGRAMS EXECUTIVE	343,197.00	\$
ND8NN	SR DIRECTOR	252,445.00	\$
NL9NN	CHIEF INFO SECURITY OFFICER	211,564.00	\$

APPENDIX A - ADDENDUM
Management – Unrepresented Classifications

Occupation Code	Classification
F72NN	ADMIN DEPUTY CITY MANAGER
A04NN	ASST CITY ATTORNEY
A05NN	ASST CITY AUDITOR
D02NN	ASST CITY CLERK
A07NN	ASST CITY MANAGER
A08NN	ASST CITY PROSECUTOR
AT3NN	ASST DIRECTOR-FINANCIAL MGMT
N09NN	ASST EXECUTIVE DIRECTOR-HARBOR
M60NN	ASST GENERAL MANAGER- WATER
M93NN	ASST GENERAL MGR - OPERATIONS
AS3NN	CHIEF ASST CITY PROSECUTOR
NK3NN	CHIEF EXECUTIVE - HARBOR DEPT
L81NN	CHIEF OF STAFF - COUNCIL
L82NN	CHIEF OF STAFF - MAYOR
D25NN	CHIEF OF STAFF - PROSECUTOR
P01NN	CITY ATTORNEY
P02NN	CITY AUDITOR
P03NN	CITY CLERK
P04NN	CITY MANAGER
P12NN	CITY MAYOR
P05NN	CITY PROSECUTOR
EC7NN	DEPUTY CITY AUDITOR
A77NN	DEPUTY CITY MANAGER
AN8NN	DEPUTY DIRECTOR-HUMAN RESOURCES
M62NN	DEPUTY GENERAL MANAGER
M85NN	DEPUTY GENERAL MGR - BUSINESS
M86NN	DEPUTY GENERAL MGR - OPERATIONS
A65NN	DIRECTOR OF FINANCIAL MGMT
A98NN	DIRECTOR OF HUMAN RESOURCES
AL8NN	DIRECTOR OF POLICE OVERSIGHT
A59NN	EXECUTIVE ASST / MAYOR & COUNCIL
AS6NN	EXECUTIVE ASST - CITY ATTORNEY
A88NN	EXECUTIVE DIRECTOR - CIVIL SVC
N88NN	EXECUTIVE DIRECTOR - HARBOR
N27NN	EXECUTIVE OFFICER TO THE BOARD
M56NN	GENERAL MANAGER - WATER UTILITIES
D23NN	LEGAL ADMINISTRATOR- ATTORNEY
N80NN	MANAGING DIRECTOR
A91NN	MGR-BUDGET/PERFORMANCE MGMT
AW2NN	MGR-LABOR RELATIONS &- BNFTS ADMIN
L83NN	PERFORMANCE MANAGEMENT OFFICER
AJ1NN	PRINCIPAL DEPUTY CITY ATTORNEY
L79NN	PROJECT DEVELOPMENT OFFICER

APPENDIX B ADDENDUM - MANAGEMENT – UNREPRESENTED – COMPENSATION

Occupation Code	CLASSIFICATION	Salary Range
F72NN	ADMIN DEPUTY CITY MANAGER	\$198,000 - \$238,500
A04NN	ASST CITY ATTORNEY	\$220,000 - \$275,000
A05NN	ASST CITY AUDITOR	\$173,400 - \$214,200
D02NN	ASST CITY CLERK	\$127,850 - \$159,938
A07NN	ASST CITY MANAGER	\$229,000 - \$311,000
A08NN	ASST CITY PROSECUTOR	\$185,755 - \$258,805
AT3NN	ASST DIRECTOR-FINANCIAL MGMT	\$185,000 - \$225,000
M60NN	ASST GENERAL MANAGER- WATER	\$225,620 - \$321,338
M93NN	ASST GENERAL MGR - OPERATIONS	\$225,620 - \$321,338
AS3NN	CHIEF ASST CITY PROSECUTOR	\$194,104 - \$271,328
L81NN	CHIEF OF STAFF-COUNCIL	\$80,000 - \$115,000 140,000
L82NN	CHIEF OF STAFF-MAYOR	\$127,000 - \$177,407
D25NN	CHIEF OF STAFF-PROSECUTOR	\$127,000 - \$177,407
EC7NN	DEPUTY CITY AUDITOR	\$132,600 - \$183,600
A77NN	DEPUTY CITY MANAGER	\$198,000 - \$238,500
AN8NN	DEPUTY DIRECTR-HUMAN RESOURCES	\$185,000 - \$225,000
M62NN	DEPUTY GENERAL MANAGER	\$186,463 - \$265,568
M85NN	DEPUTY GENERAL MGR - BUSINESS	\$186,463 - \$265,568
M86NN	DEPUTY GENERAL MGR-OPERATIONS	\$186,463 - \$265,568
A65NN	DIRECTOR OF FINANCIAL MGMT	\$220,000 - \$265,000
A98NN	DIRECTOR OF HUMAN RESOURCES	\$220,000 - \$265,000
A59NN	EXECUTIVE ASST/MAYOR & COUNCIL	\$75,000 - \$105,000
AS6NN	EXECUTIVE ASST-CITY ATTORNEY	\$75,000 - \$105,000
M56NN	GENERAL MANAGER- WATER UTILITIES	\$273,000 - \$388,819
D23NN	LEGAL ADMINISTRATOR- ATTORNEY	\$125,000 - \$165,000
N80NN	MANAGING DIRECTOR	\$294,593 - \$347,260
A91NN	MGR-BUDGET/PERFORMANCE MGMT	\$170,000 - \$205,000
AW2NN	MGR-LABOR RELATIONS & BENEFITS ADMIN	\$170,000 - \$205,000
AJ1NN	PRINCIPAL DEPUTY CITY ATTORNEY	\$190,000 - \$240,000

	Miscellaneous - Salary	Salary (w/3% General Salary Increase)
N09NN	ASST EXECUTIVE DIRECTOR-HARBOR	\$377,589.80
A88NN	EXECUTIVE DIRECTOR-CIVIL SVC	\$252,205.21
N88NN	EXECUTIVE DIRECTOR-HARBOR	\$430,669.46
N27NN	EXECUTIVE OFFICER TO THE BOARD	\$199,411.48

	Unrepresented Management - Miscellaneous	Salary (TBD)*
NK3NN	CHIEF EXECUTIVE – HARBOR DEPT	-
L83NN	PERFORMANCE MANAGEMENT OFFICER	-
L79NN	PROJECT DEVELOPMENT OFFICER	-

*Upon departmental need to fill these vacant positions, these classifications that have not been designated to a salary or salary range will need to have this information established by the appropriate appointing authority and approved in the City Salary Resolution.