

# 5 Pages Of Salary Charts; Payroll Listings By Employee Position

Highest Paid Long Beach City Employees		
Position	Department	Base Salary As Of August 1, 2011
Executive Director-Harbor	Harbor	\$299,000
City Attorney	Law	\$242,522
City Manager	City Manager	\$235,000
Assistant Executive Director-Harbor	Harbor	\$225,791
General Manager	Water	\$219,999
Assistant City Manager*	City Manager	\$217,499
Chief of Police*	Police	\$217,000
Assistant City Attorney	Law	\$197,218
City Prosecutor	City Prosecutor	\$197,137
Fire Chief*	Fire	\$195,000
Director-Long Beach Gas & Oil*	LB Gas & Oil	\$194,645
Managing Director	Harbor	\$191,840
City Auditor	Auditor	\$187,519
Director-Financial Management*	Financial Management	\$187,000
Assistant City Attorney	Law	\$186,194
Director-Health/Human Services*	Health	\$185,288
Director-Parks, Recreation & Marine*	Parks, Recreation & Marine	\$184,000
Deputy General Manager	Water	\$179,469
Managing Director (2 positions)	Harbor	\$179,200
Director-Public Works*	Public Works	\$176,800
Director-Development Services*	Development Services	\$176,800
Managing Director	Harbor	\$175,602
Deputy General Manager	Water	\$174,070
Director-Human Resources*	Human Resources	\$170,040
Airport Director*	Airport	\$170,000

\*Salaries over which city manager has control. City manager's salary set by city council.  
Source: City of Long Beach

## City Council Staffing – Room For Improvement

The Business Journal has long advocated that Long Beach City Councilmembers lead by example by reducing the size of their staffs, employing no more than two full-time people. Currently, councilmembers have three or four staff members. By comparison, Mayor Bob Foster has just five full time staff to direct all of his responsibilities as a full-time elected official, representing the entire city. Councilmembers are part-time and represent one-ninth of the city. Further, councilmembers are policy makers; they are not administrators. They don't need three or four full-time staffers if they stick to making policy and not trying to run the city. That's the job of the city manager.

The list below shows each council office, the budgeted number of staff (including the councilmember), and the combined cost for salaries and benefits according to the 2012 budget that goes into effect October 1. Each council office has the same budget with which to work (proposed in 2012 for \$408,905 – a \$7,852 reduction from the current year), with each councilmember deciding how many staff to hire. We recommend that council office budgets be trimmed to between \$250,000 and \$275,000, saving taxpayers and the city's General Fund well over a million dollars.

– Publisher George Economides

District	Councilmember	Budgeted Staff*	Budgeted Cost	Staff As Of Aug. 12
1	Robert Garcia	5	\$378,617	3 full-time + 1 part-time
2	Suja Lowenthal	5	\$362,282	3 full-time
3	Gary DeLong	4	\$323,036	3 full-time
4	Patrick O'Donnell	4.5	\$369,260	3 full-time
5	Gerrie Schipske	5	\$372,337	3 full-time + 1 part-time
6	Dee Andrews	4.5	\$349,518	3 full-time + 1 part-time
7	James Johnson	5	\$383,050	4 full-time
8	Rae Gabelich	5	\$390,350	4 full-time
9	Steve Neal	5	\$390,633	3 full-time

\*Includes councilmember salary, which, according to the city charter, is set at 25 percent of the mayor's salary. The mayor's salary increases annually based on the consumer price index. His current salary is \$134,946; councilmembers are at about \$33,736.

Source: City of Long Beach

	Aug. 1, 2011 Number Of Employees	Those With Base Salary \$100,000+	Percent Of Employees	Those With Base Salary \$90,000-\$99,999	Combined Percent Of Employees
City Manager Dept.-General	2,497	135	5.4%	89	9.0%
City Manager Dept.-Police/Fire*	1,772	317	17.89%	434	42.4%
Non-City Manager Depts.**	916	141	15.4%	50	20.9%
<b>Total</b>	<b>5,185</b>	<b>593</b>	<b>11.4%</b>	<b>573</b>	<b>22.5%</b>

\* Includes skill pays, but not overtime.  
\*\*Non-city manager departments include city attorney, city auditor, city clerk, city prosecutor, civil service, harbor, water and legislative (mayor and city council)  
Source: City of Long Beach

## Unions And Their Members

Union Name	Members
International Association of Machinists and Aerospace Workers.....	3,940
Long Beach Police Officers Association .....	842
Long Beach Fire Fighters Association .....	364
Long Beach Association of Engineering Employees.....	270
Long Beach Management Association.....	169
Long Beach Lifeguard Association .....	115
(24 classified/full-time, 91 non-classified/seasonal)	
Long Beach Association of Confidential Employees.....	39
Long Beach City Attorneys Association.....	30
Long Beach City Prosecutors Association.....	14

Source: City of Long Beach, Union Offices

Department	Number Of Employees*	2011 Total Payroll	Number Of Employees*	2010 Total Payroll	Number Of Employees*	2009 Total Payroll
Airport**	92	\$6,018,642	96	\$6,133,769	94	\$4,641,947
City Auditor	16	\$1,492,374	17	\$1,473,670	17	\$1,449,780
City Clerk	19	\$1,273,158	20	\$1,493,208	20	\$1,323,997
City Manager***	29	\$2,141,983	18	\$1,659,470	19	\$1,972,716
City Prosecutor	37	\$2,909,452	43	\$3,061,783	42	\$3,253,081
Civil Service	19	\$1,094,348	20	\$1,099,330	19	\$1,098,824
Community Development****	0	\$2,544,672	276	\$15,303,676	260	\$15,312,880
Development Services	202	\$13,385,990	110	\$8,059,745	118	\$8,946,904
Financial Management	121	\$7,411,215	139	\$8,209,268	147	\$8,536,682
Fire	580	\$59,565,745	612	\$61,980,061	638	\$62,215,796
Harbor	447	\$32,650,594	433	\$29,587,775	409	\$27,480,361
Health & Human Services	367	\$19,904,548	332	\$18,347,365	347	\$20,181,088
Human Resources	101	\$6,121,979	25	\$1,964,442	26	\$2,045,386
Law	65	\$6,053,228	65	\$5,941,746	67	\$6,072,240
Legislative	50	\$2,762,988	57	\$2,842,994	56	\$2,830,202
Library Services	182	\$6,484,467	201	\$6,839,975	206	\$7,181,047
Long Beach Energy	215	\$14,487,007	200	\$11,451,801	215	\$14,400,631
Parks, Recreation & Marine	848	\$18,695,189	837	\$19,015,085	829	\$19,584,296
Police	1,284	\$116,599,405	1,349	\$119,462,481	1,378	\$118,440,899
Public Works	550	\$31,842,101	551	\$30,614,074	569	\$31,673,408
Technology Services	131	\$10,314,616	128	\$10,126,078	135	\$10,077,132
Water	214	\$15,661,696	213	\$15,478,971	211	\$14,850,806
<b>Totals</b>	<b>5,569</b>	<b>\$379,415,398</b>	<b>5,742</b>	<b>\$382,604,321</b>	<b>5,822</b>	<b>\$383,570,104</b>

\*\* Airport Department was created effective October 11, 2008, so, for 2009, only 21 pay periods are included, but for 2010, all 26 pay periods are included. If Airport Department is not included in the totals, then the salary reduction is \$2,457,605.

\*\*\* In 2011, the Special Events & Filming Bureau transferred from Parks, Recreation & Marine to the City Manager (13.42 FTEs).

\*\*\*\*The Community Development Department was disassembled and the functions were distributed to other departments, including Development Services, Health & Human Services, Human Resources and Public Works. There is some carryover in payroll in 2011 due to the timing of the transition.

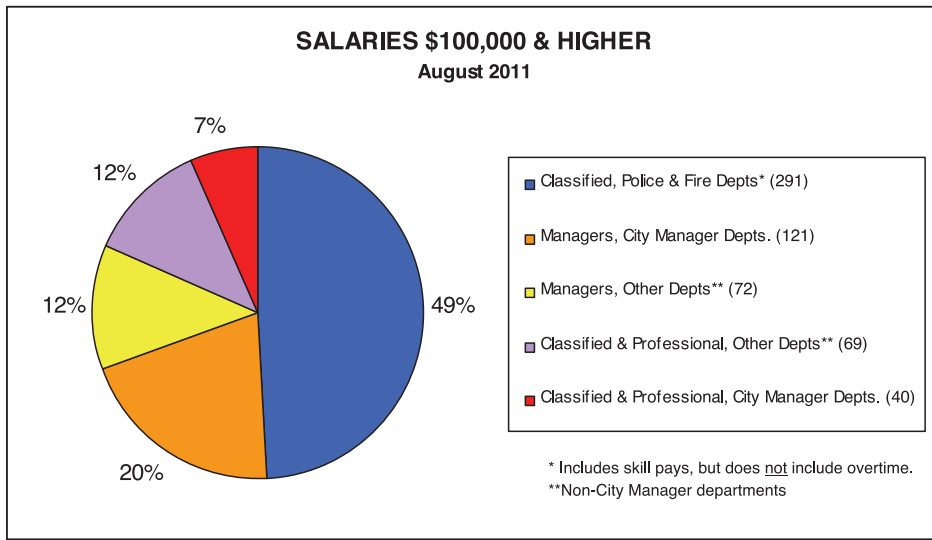
Source: City of Long Beach

## Highest Salary Increases During The Past Year

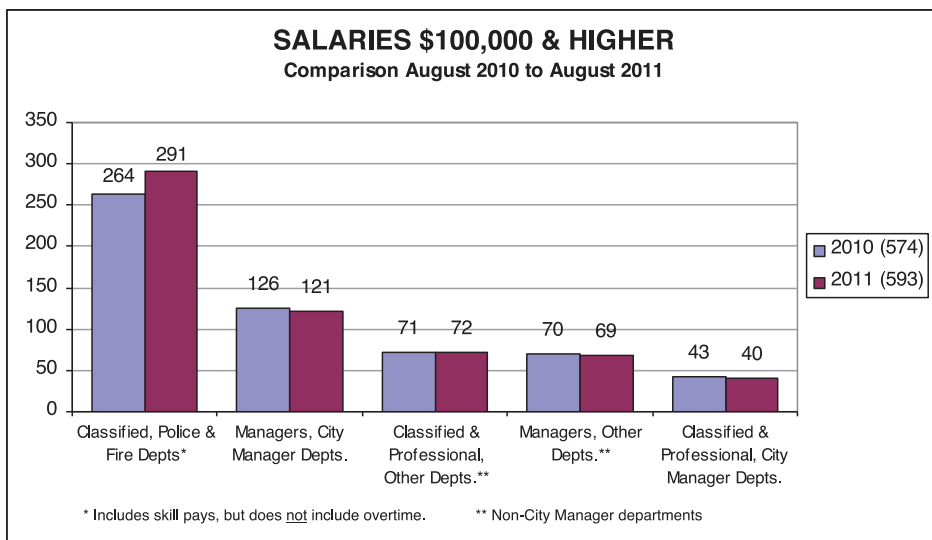
All of the pay increases are part of "negotiated increases" called for in police and fire union contracts that were approved by the Long Beach City Council. Each increase occurred between August 2, 2010, and July 31, 2011. About 700 public safety personnel received pay increases during the past year. These are the positions which received increases of at least \$10,000.

Position	Aug. 1, 2011 Salary	Amount Increased
Battalion Chief	\$147,930	\$21,758
Battalion Chief	\$147,331	\$21,758
Battalion Chief	\$144,800	\$16,958
Battalion Chief	\$138,931	\$16,958
Battalion Chief	\$149,600	\$15,643
Police Sergeant	\$117,700	\$13,719
Police Officer	\$99,169	\$12,448
Firefighter	\$94,343	\$11,968
Firefighter	\$100,692	\$10,949
Battalion Chief	\$145,923	\$10,874
Battalion Chief	\$144,854	\$10,874
Battalion Chief	\$144,854	\$10,874
Battalion Chief	\$144,854	\$10,874
Fire Engineer	\$102,406	\$10,676
Police Officer	\$95,101	\$10,396
Firefighter	\$91,550	\$10,245

Source: City of Long Beach



Classified Staff: Police Officer through Lieutenant, Firefighter through Battalion Chief.
Management Staff: City Manager Departments, including Police and Fire.
Management Staff: Elected/Appointed Departments, and Harbor and Water Departments.
Classified & Professional Staff: Elected/Appointed Departments, and Harbor and Water Departments.
Classified & Professional Staff: City Manager Departments, excluding Police and Fire Departments.



### Salary Listings

For the past three years, the Business Journal has been presenting salary information based on August 1 payroll checks. This allows for a precise, year-to-year comparison. All the data comes directly from the city and includes the title of the position, the department, the salary and, if there has been an increase the reason for it.

The data is presented in three categories: city manager departments, non-public safety; city manager departments, public safety; and non-city manager departments. Each are grouped by \$100,000-plus and \$90,000 to \$99,999 salaries. A double asterisk (\*\*) indicates it's a management position. Also:

- Salary amounts were derived by multiplying the employee's hourly rate as of August 1, 2011, by 2,088 hours.
- Salary amounts for police and fire department employees include skill pays, but do not include overtime.
- In some instances, positions have been grouped (e.g., police officers, fire engineers), although there may be slight differences in their actual salaries.
- "Negotiated Increase" refers to a general salary increase and/or a step increase per an existing memorandum of understanding (union contract).

### City Manager Departments – Non-Public Safety

#### \$100,000-Plus Base Salary (Double asterisk indicates management position)

Position	Department	Aug. 1 Salary	% Change Reason
City Manager**	City Manager	235,000	0.0%
Assistant City Manager**	City Manager	217,499	0.0%
Director-Long Beach Gas & Oil**	Long Beach Gas & Oil	194,645	0.0%
Director of Financial Management**	Financial Management	187,000	5.8% New person in position
Director of Health & Human Services**	Health & Human Services	185,288	0.0%
Director of Parks, Recreation & Marine**	Parks, Recreation & Marine	184,000	-0.3% New person in position
Director of Development Services**	Development Services	176,800	0.0%
Director of Public Works**	Public Works	176,800	0.0%
Position	Department	Aug. 1 Salary	% Change Reason
Director of Human Resources**	Human Resources	170,000	0.0%
Director of Long Beach Airport**	Airport	170,000	0.0%
Occupational Health Services Officer**	Human Resources	169,000	0.0%
Deputy Director-Development Services**	Development Services	166,500	0.0% New position (upgrade)
Deputy City Manager**	City Manager	166,435	0.0%
Director of Technology Services**	Technology Services	162,670	0.0%
Deputy Director/City Engineer**	Public Works	161,751	0.0%
Director of Library Services**	Library Services	158,001	0.0%
City Health Officer**	Health & Human Services	154,081	0.0%
Division Engineer-Oil Properties**	Long Beach Gas & Oil	142,742	0.0%
Manager-Gas & Oil Operations**	Long Beach Gas & Oil	142,742	0.0%
Public Health Physician	Human Resources	142,349	2.0% Negotiated Increase
Superintendent-Building and Safety**	Development Services	141,725	0.0% New position (upgrade)
Manager-Business Operations**	Long Beach Gas & Oil	139,999	0.0%

Public Health Physician	Health & Human Services	138,977	2.0% Negotiated Increase
Assistant City Engineer**	Public Works	137,989	0.0% New position (upgrade)
Manager-Business information Services**	Technology Services	137,904	0.0%
Manager-Public Service**	Public Works	137,697	0.0%
Manager-Airport Operations**	Airport	137,000	1.5% New person in position
Public Health Physician	Health & Human Services	135,973	0.0% Vacant
Division Eng-Oil Properties (3 positions)**	Long Beach Gas & Oil	135,940	0.0%
Manager-Engineering & Construction**	Long Beach Gas & Oil	135,802	0.0%
City Treasurer/Revenue Officer**	Financial Management	135,199	0.0%
Manager-Property Services**	Public Works	135,001	0.0%
Manager-Electric Generation**	Long Beach Gas & Oil	134,719	0.0%
Manager-Tech Infrastructure Services**	Technology Services	134,141	0.0%
Dir-Govt Affairs/Strategic Initiatives**	City Manager	131,999	0.0% New position (upgrade)
Manager-Planning & Development**	Parks, Recreation & Marine	131,893	0.0%
Manager-Environmental Services**	Public Works	131,855	0.0%
Manager-Personnel Operations**	Human Resources	130,620	0.0%
Mgr-Risk & Occupational Health Services**	Human Resources	129,361	0.0% New position (upgrade)
Geologist II	Long Beach Gas & Oil	128,224	0.0%
Petroleum Engineer II (3 positions)	Long Beach Gas & Oil	128,224	0.0%
Exec Dir-Reg Workforce Investment Board**	Human Resources	128,000	0.0% New position (upgrade)
Special Projects Officer-Public Works**	Airport	127,919	13.9% New person in position
Manager-Neighborhood Services**	Development Services	124,801	0.0%
Manager-Marine Operations**	Parks, Recreation & Marine	124,536	0.0%
Manager-Housing Services**	Development Services	124,275	0.0%
Manager-Business Operations**	Parks, Recreation & Marine	123,999	-3.1% New person in position
Manager-Commercial Services**	Financial Management	123,659	0.0%
City Controller**	Financial Management	123,000	0.0%
Manager-Budget/Performance Mgt.**	Financial Management	123,000	0.0%
Treasury Operations Officer**	Financial Management	122,545	0.0%
Manager-Fleet Services**	Public Works	122,000	0.0%
Manager-Business Relations**	Financial Management	120,000	0.0%
Manager-Special events & Filming**	City Manager	119,094	0.0%
Human Resources Officer**	Human Resources	117,894	0.0%
Manager-Administration**	Human Resources	117,894	0.0%
Manager-Preventive Health**	Health & Human Services	117,780	0.0%
Division Engineer-Public Works**	Public Works	117,780	0.0%
Petroleum Operations Coordinator II	Long Beach Gas & Oil	117,450	2.0% Negotiated Increase
Administrative Officer-Public Works**	Public Works	117,437	0.0%
Manager-Recreation Services**	Parks, Recreation & Marine	117,410	14.2% Person previously in acting capacity
Manager-Maintenance Operations**	Parks, Recreation & Marine	116,999	0.0%
Senior Structural Engineer	Development Services	115,897	0.0%
Real Estate Officer**	Public Works	115,734	18.2% New person in position
Business Information Systems Officer**	Technology Services	115,684	0.0%
Manager-Customer Service/Tech Services**	Technology Services	115,684	0.0%
Technical Support Officer**	Technology Services	115,684	0.0%
Wireless Communications Officer**	Technology Services	115,684	0.0%
Business Information Technology Officer**	Technology Services	115,567	0.0%
Manager-Admin. & Financial Services**	Development Services	114,000	8.5% New person in position
Manager-Housing Authority**	Health & Human Services	112,167	0.0%
Manager-Community Health**	Health & Human Services	111,620	0.0%
Manager-Support Services-Health**	Health & Human Services	111,437	0.0%
Telecommunications Officer**	Technology Services	111,124	0.0%
Construction Services Officer**	Public Works	111,115	0.0%
Senior Traffic Engineer	Public Works	110,575	0.0%
Manager-Animal Care Services**	Parks, Recreation & Marine	110,249	0.0% Vacant
General Superintendent-Devel Services**	Development Services	110,001	0.0% New position (upgrade)
Senior Civil Engineer (2 positions)	Airport	109,531	0.0%
Senior Civil Engineer (2 positions)	Development Services	109,531	0.0%
Senior Mechanical Engineer (2 positions)	Long Beach Gas & Oil	109,531	0.0%
Senior Civil Engineer (3 positions)	Public Works	109,531	0.0%
Senior Traffic Engineer	Public Works	109,531	0.0%
Inspection Services Officer**	Development Services	109,385	0.0%
Petroleum Ops Coordinator I (4 positions)	Long Beach Gas & Oil	109,268	2.0% Negotiated Increase
Superintendent-Street Maintenance**	Public Works	109,009	0.0%
General Superintendent of Operations**	Public Works	108,918	0.0%
Special Projects Officer-Public Works**	Airport	108,475	0.0%
Petroleum Operations Coordinator I	Long Beach Gas & Oil	108,168	0.0% Vacant
Manager-Environmental Health**	Health & Human Services	107,999	8.1% Person previously in acting capacity
Planning Officer**	Development Services	106,668	0.0%
Manager-Main Library Services**	Library Services	106,501	0.0% Vacant
Business Systems Specialist VI (8 positions)	Technology Services	106,152	2.0% Negotiated Increase
Communication Specialist VI (3 positions)	Technology Services	106,152	2.0% Negotiated Increase
Systems Support Specialist VI	Technology Services	106,152	2.0% Negotiated Increase
Redevelopment Project Officer**	Development Services	106,081	0.0%
Financial Systems Officer**	Financial Management	105,474	0.0%
Code Enforcement Officer**	Development Services	105,000	0.0%
City Safety Officer**	Human Resources	105,000	0.0%
Special Projects Officer**	Human Resources	105,000	0.0%
Administrative Officer-Public Works**	Public Works	105,000	0.0%
Redevelopment Project Officer**	Development Services	104,856	0.0%
Business System Specialist VI-Conf	Technology Services	104,071	0.0%
Manager-Neighborhood Library Services**	Library Services	103,833	0.0%
Budget Management Officer**	Financial Management	103,481	0.0%
Treasury Operations Officer**	Financial Management	102,274	0.0%
Redevelopment Project Officer**	Development Services	102,001	0.0%
Superintendent-Traffic Operations**	Public Works	101,907	0.0%
Special Projects Officer**	Development Services	101,896	0.0%
Manager-Gas Services**	Long Beach Gas & Oil	101,734	0.0%
Chief Building Inspector	Development Services	101,487	0.0%
Administrative Officer**	Long Beach Gas & Oil	101,254	0.0%
Neighborhood Resources Officer**	Development Services	100,999	0.0%
Chief Construction Inspector	Public Works	100,966	0.0%

## City Manager Departments – Public Safety

### \$100,000-Plus Base Salary (Double asterisk indicates management position)

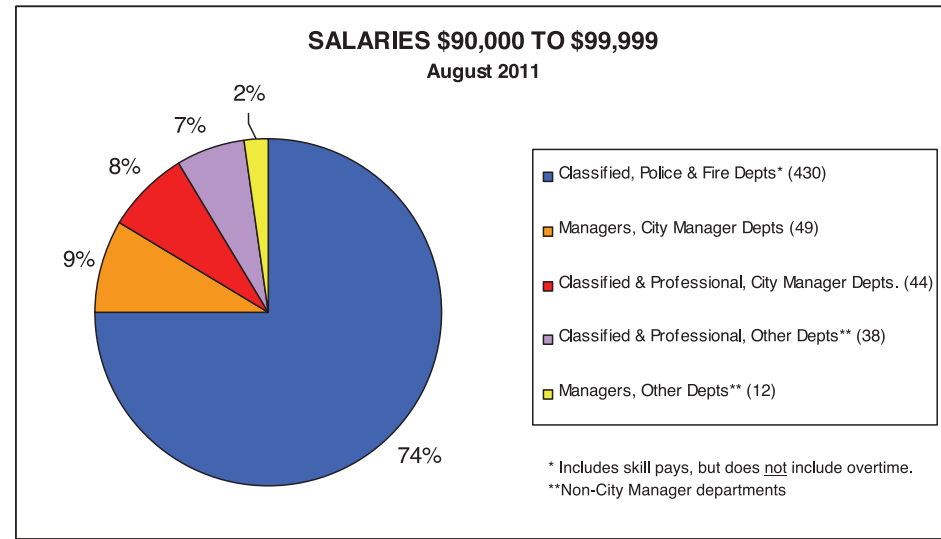
Position	Department	Aug. 1 Salary	% Change Reason
Chief of Police**	Police	217,000	0.0%
Fire Chief**	Fire	195,000	0.0%
Deputy Chief of Police (3 positions)**	Police	163,814	0.0%
Deputy Fire Chief (3 positions)**	Fire	154,110	0.0%
Battalion Chief	Fire	149,600	11.7% Negotiated Increase
Battalion Chief (2 positions)	Fire	147,930	17.2% Negotiated Increase
Battalion Chief	Fire	145,923	8.1% Negotiated Increase
Battalion Chief (4 positions)	Fire	144,854	8.1% Negotiated Increase
Assistant Fire Chief (2 positions)**	Fire	144,171	0.0%
Police Lieutenant (3 positions)**	Police	140,116	5.0% Negotiated Increase
Battalion Chief	Fire	138,931	13.9% Negotiated Increase
Police Commander (11 positions)**	Police	138,734	0.0% New person in position
Police Lieutenant (3 positions)	Police	137,847	4.7% Negotiated Increase
Police Lieutenant (7 positions)	Police	136,647	1.9% Negotiated Increase
Marine Safety Chief	Fire	135,057	0.0%
Police Lieutenant (3 positions)	Police	134,548	4.8% Negotiated Increase
Police Lieutenant (8 positions)	Police	134,247	1.9% Negotiated Increase
Police Lieutenant (3 positions)	Police	133,047	1.9% Negotiated Increase
Fire Captain	Fire	131,530	2.2% Negotiated Increase
Battalion Chief	Fire	131,121	0.0% New person in position
Police Lieutenant	Police	130,947	3.7% Negotiated Increase
Battalion Chief	Fire	129,399	0.0% New person in position
Police Lieutenant (2 positions)	Police	128,065	0.0% New person in position
Police Administration Bureau Chief**	Police	127,639	0.0%
Fire Captain	Fire	124,644	2.4% Negotiated Increase
Fire Captain	Fire	124,045	6.7% Negotiated Increase
Battalion Chief	Fire	124,012	0.0% New person in position
Fire Captain	Fire	122,922	1.5% Negotiated Increase
Police Lieutenant (2 positions)	Police	122,668	0.0% New person in position
Fire Captain (3 positions)	Fire	121,799	4.8% Negotiated Increase
Police Sergeant (8 positions)	Police	121,301	1.2% Negotiated Increase
Fire Captain	Fire	120,992	1.6% Negotiated Increase
Police Sergeant (22 positions)	Police	120,100	1.2% Negotiated Increase
Fire Captain (5 positions)	Fire	119,844	1.6% Negotiated Increase
Fire Captain (11 positions)	Fire	118,721	1.6% Negotiated Increase
Police Sergeant (4 positions)	Police	118,600	8.8% Negotiated Increase
Fire Captain (11 positions)	Fire	118,122	4.9% Negotiated Increase
Police Sergeant (16 positions)	Police	118,001	4.8% Negotiated Increase
Police Sergeant (9 positions)	Police	117,700	1.2% Negotiated Increase
Fire Captain (4 positions)	Fire	117,598	1.6% Negotiated Increase
Fire Captain (7 positions)	Fire	117,022	1.5% Negotiated Increase
Police Sergeant (15 positions)	Police	116,502	1.3% Negotiated Increase
Manager-Administration**	Fire	116,450	0.0%
Fire Captain (6 positions)	Fire	116,423	1.5% Negotiated Increase
Police Sergeant (9 positions)	Police	115,903	1.3% Negotiated Increase
Fire Captain (13 positions)	Fire	114,979	6.5% Negotiated Increase
Police Sergeant (7 positions)	Police	114,400	1.3% Negotiated Increase
Fire Captain (2 positions)	Fire	114,380	1.6% Negotiated Increase
Fire Captain (5 positions)	Fire	113,630	1.5% Negotiated Increase
Police Sergeant (7 positions)	Police	112,303	1.3% Negotiated Increase
Emergency Medical Education Coordinator	Fire	111,994	2.0% Negotiated Increase
Fire Captain (6 positions)	Fire	111,011	6.7% Negotiated Increase
Police Sergeant	Police	109,264	0.0% New person in position
Fire Captain	Fire	109,080	6.8% Negotiated Increase
Police Corporal (2 positions)	Police	107,947	1.8% Negotiated Increase
Fire Captain (2 positions)	Fire	106,816	6.6% Negotiated Increase
Manager-Disaster Management**	Fire	106,507	0.0% Vacant
Police Corporal (2 positions)	Police	106,277	1.8% Negotiated Increase
Police Sergeant (2 positions)	Police	105,964	0.0% New person in position
Deputy Fire Marshal	Fire	104,317	0.0% New person in position
Police Corporal	Police	104,178	1.9% Negotiated Increase
Fire Engineer (3 positions)	Fire	104,128	2.7% Negotiated Increase
Police Sergeant (3 positions)	Police	104,042	6.2% Negotiated Increase
Firefighter (3 positions)	Fire	103,003	2.4% Negotiated Increase
Police Corporal (2 positions)	Police	102,677	1.9% Negotiated Increase
Marine Safety Captain	Fire	102,568	0.0%
Fire Engineer (4 positions)	Fire	102,458	2.7% Negotiated Increase
Fire Boat Operator (2 positions)	Fire	102,406	2.6% Negotiated Increase
Firefighter (5 positions)	Fire	102,404	2.4% Negotiated Increase
Marine Safety Captain	Fire	101,967	4.9% Negotiated Increase
Police Sergeant	Police	101,942	6.3% Negotiated Increase
Jail Administrator**	Police	101,738	0.0%
Police Corporal (3 positions)	Police	101,395	1.9% Negotiated Increase
Marine Safety Captain	Fire	101,368	0.0%
Fire Engineer (10 positions)	Fire	101,335	2.7% Negotiated Increase
Firefighter	Fire	101,281	2.4% Negotiated Increase
Fire Captain	Fire	101,149	7.8% Negotiated Increase
Police Sergeant (2 positions)	Police	101,091	6.2% Negotiated Increase
Fire Engineer	Fire	100,811	5.1% Negotiated Increase
Firefighter (3 positions)	Fire	100,757	7.6% Negotiated Increase
Fire Engineer (6 positions)	Fire	100,586	6.7% Negotiated Increase
Police Corporal	Police	100,577	2.0% Negotiated Increase
Fire Boat Operator (2 positions)	Fire	100,385	3.7% Negotiated Increase
Firefighter (3 positions)	Fire	100,158	3.6% Negotiated Increase
Police Sergeant	Police	100,022	6.4% Negotiated Increase

## Non-City Manager Departments

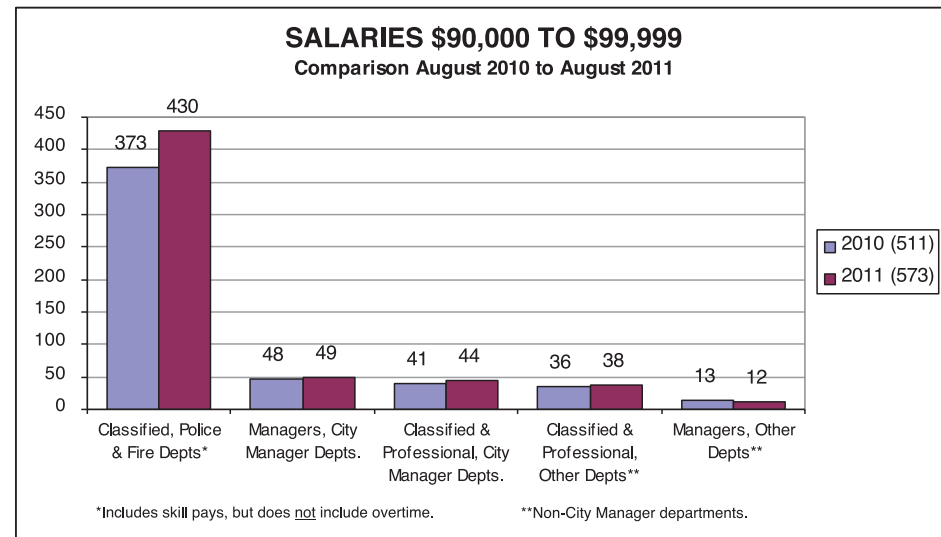
### \$100,000-Plus Base Salary (Double asterisk indicates management position)

Position	Department	Aug. 1 Salary	% Change Reason
Executive Director-Harbor**	Harbor	299,000	0.0%
City Attorney**	Law	242,522	1.3% Increase by Charter
Assistant Executive Director-Harbor**	Harbor	225,791	0.0%
General Manager-Water**	Water	219,999	0.0%
Assistant City Attorney**	Law	197,218	0.0%
City Prosecutor**	City Prosecutor	197,137	1.3% Increase by Charter
Managing Director**	Harbor	191,840	0.0%
City Auditor**	City Auditor	187,519	1.3% Increase by Charter
Assistant City Attorney**	Law	186,194	0.0%
Deputy General Manager**	Water	179,469	0.0%
Managing Director (2 positions)**	Harbor	179,200	0.0%
Managing Director**	Harbor	179,200	0.0%
Managing Director**	Harbor	175,602	0.0% New person in position
Deputy General Manager**	Water	174,070	0.0%
Principal Deputy City Attorney (3 positions)**	Law	166,034	0.0%
Assistant City Auditor**	City Auditor	160,000	0.0%
Assistant Managing Director-Engineering**	Harbor	158,400	0.0%
Executive Director-Civil Service**	Civil Service	155,586	0.0%
Director of Security**	Harbor	148,663	0.0% Vacant
Director of Communications**	Harbor	148,429	0.0%
Senior Deputy City Attorney	Law	146,607	2.0% Negotiated Increase
Chief Financial Officer**	Harbor	144,071	0.0%
Deputy City Attorney (2 positions)**	Law	143,865	2.0% Negotiated Increase
Deputy City Auditor**	City Auditor	143,397	0.0%
Director of Information Management**	Harbor	143,001	0.0%
Director of Maintenance**	Harbor	143,001	0.0%
Director-Construction Management**	Harbor	143,001	0.0%
Director-Program Management**	Harbor	143,001	0.0%
Director-Human Resources/Special Services**	Harbor	143,001	0.0%
Director-Environmental Planning**	Harbor	142,999	0.0%
Deputy City Attorney	Law	140,408	2.0% Negotiated Increase
Executive Secretary of the Board**	Harbor	139,999	0.0%
City Clerk**	City Clerk	139,523	1.3% Increase by Charter
Assistant City Prosecutor**	City Prosecutor	139,108	2.0% Negotiated Increase
Deputy City Prosecutor III	City Prosecutor	139,108	2.0% Negotiated Increase
Director-Engineering Design**	Harbor	139,000	0.0%
Director of Water Resources**	Water	138,766	0.0% Vacant
Director of Engineering**	Water	138,766	-3.3% New person in position
Director-Real Estate**	Harbor	136,739	0.0%
Deputy City Attorney	Law	136,522	2.0% Negotiated Increase
Executive Assistant/Mayor & Council**	Legislative	134,946	0.0%
Division Engineer (2 positions)	Water	134,800	0.0%
Manager-Water Quality & Process**	Water	134,399	0.0% New person in position
Assistant Dir. Security-Homeland Security**	Harbor	133,901	0.0% New person in position
Deputy City Prosecutor III	City Prosecutor	133,838	2.0% Negotiated Increase
Director-Planning**	Harbor	133,748	0.0%
Deputy City Attorney	Law	133,619	2.0% Negotiated Increase
Director-Government Affairs**	Harbor	131,824	0.0%
Director of Trade Relations**	Harbor	131,503	0.0%
Director-Transportation Planning**	Harbor	131,100	0.0%
Assistant Chief Financial Officer**	Harbor	130,000	0.0%
Director of Risk Management**	Harbor	129,361	0.0%
City Mayor**	Legislative	129,261	1.3% Increase by Charter
Principal Deputy City Attorney**	Law	127,282	0.0%
Deputy City Attorney	Law	127,184	2.0% Negotiated Increase
Deputy City Attorney	Law	124,957	2.0% Negotiated Increase
Deputy Chief Harbor Engineer II (4 positions)	Harbor	124,663	0.0%
Assistant Director-Information Management**	Harbor	123,601	0.0%
Deputy City Attorney	Law	123,292	2.0% Negotiated Increase
Deputy City Attorney	Law	122,578	2.0% Negotiated Increase
Manager of Rail Transportation	Harbor	122,298	0.0%
Deputy City Attorney	Law	121,808	2.0% Negotiated Increase
Senior Program Manager	Harbor	121,255	0.0%
Senior Program Manager	Harbor	121,255	0.0%
Senior Program Manager	Harbor	121,255	0.0%
Senior Program Manager-Water	Water	121,255	0.0%
Senior Program Manager-Water	Water	121,255	0.0% Vacant
Legal Technologist-Prosecutor	City Prosecutor	121,161	2.0%
Water Treatment Superintendent**	Water	121,159	0.0% Vacant
Deputy City Attorney	Law	120,616	2.0% Negotiated Increase
Business Systems Specialist VII	Water	120,543	2.0% Negotiated Increase
Assistant Director-Homeland Security**	Harbor	120,428	-10.1% New person in position
Assistant Director-Human Resources**	Harbor	119,998	0.0%
Deputy Chief Harbor Engineer II	Harbor	118,729	0.0%
Deputy City Prosecutor III	City Prosecutor	118,704	2.0% Negotiated Increase
Deputy Director-Civil Service**	Civil Service	118,258	0.0%
Deputy City Auditor**	City Auditor	117,717	0.0%
Asst Dir-Environmental Planning** (2 positions)	Harbor	116,999	0.0%
Deputy Chief Harbor Engineer I	Harbor	116,525	5.2% Negotiated Increase
Management information Systems Officer**	Water	115,669	0.0%
Manager-Contract Administration**	Harbor	115,002	0.0%
Senior Structural Engineer	Harbor	114,853	0.0%
Assistant Director-Real Estate**	Harbor	113,301	0.0%
Manager-Security & Emergency Preparedness**	Water	113,000	0.0%
Deputy City Auditor**	City Auditor	112,775	0.0%
Office Systems Analyst III (6 positions)	Harbor	111,994	2.0% Negotiated Increase
Director-Finance**	Water	111,815	0.0%
Asst Director-Communications/Community Relations**	Harbor	111,128	0.0%

Manager-Planning**	Water	110,879	0.0%
Manager-Workers Compensation**	Law	110,527	0.0%
Manager of Port Projects**	Harbor	110,001	0.0%
Chief Surveyor	Harbor	109,531	0.0%
Environmental Remediation Specialist II (2 positions)	Harbor	109,531	0.0%
Environmental Specialist II (2 positions)	Harbor	109,531	0.0%
Senior Civil Engineer (9 positions)	Harbor	109,531	0.0%
Senior Electrical Engineer	Harbor	109,531	0.0%
Senior Traffic Engineer (2 positions)	Harbor	109,531	0.0%
Deputy City Attorney	Law	109,398	2.0% Negotiated Increase
Legal Administrator-Attorney**	Law	106,826	0.0%
Business Systems Specialist VI	Water	106,152	2.0% Negotiated Increase
Deputy City Attorney	Law	105,033	5.1% Negotiated Increase
Senior Civil Engineer (3 positions)	Harbor	104,317	0.0%
Program Scheduler	Harbor	103,885	0.0% New person in position
City Clerk Bureau Manager**	City Clerk	103,126	0.0%
Manager of Accounting**	Harbor	101,441	0.0%
Manager-Safety/Business Continuity**	Harbor	101,414	0.0%
Office Systems Analyst III (3 positions)	Harbor	101,141	7.3% Negotiated Increase
Office Systems Analyst II (2 positions)	Harbor	101,039	2.0% Negotiated Increase
Port Financial Analyst III	Harbor	101,039	2.0% Negotiated Increase
Port Planner IV	Harbor	101,039	2.0% Negotiated Increase
Port Planner IV	Harbor	101,039	7.1% Negotiated Increase
Transportation Planner IV	Harbor	101,039	2.0% Negotiated Increase



Classified Staff: Police Officer through Lieutenant, Firefighter through Battalion Chief.
Management Staff: City Manager Departments, including Police and Fire.
Management Staff: Elected/Appointed Departments, and Harbor and Water Departments.
Classified & Professional Staff: Elected/Appointed Departments, and Harbor and Water Departments.
Classified & Professional Staff: City Manager Departments, excluding Police and Fire Departments.



## City Manager Departments – Non-Public Safety \$90,000-\$99,999 Base Salary (Double asterisk indicates management position)

Position	Department	Aug. 1 Salary	% Change Reason
Civil Engineer (2 positions)	Development Services	99,993	0.0%
Nutrition Services Officer**	Health & Human Services	99,513	0.0%
Housing Development Officer**	Development Services	99,427	0.0%
Petroleum Engineering Associate II	Long Beach Gas & Oil	99,173	0.0%
Civil Engineer	Airport	98,949	0.0%
Civil Engineer (3 positions)	Public Works	98,949	0.0%
Manager-Neighborhood Library Services**	Library Services	98,880	0.0% Vacant
Revenue Management Officer**	Financial Management	98,801	0.0%
Planner V (3 positions)	Development Services	98,423	2.0% Negotiated Increase
Superintendent-Fleet Operations**	Public Works	97,837	0.0%
Facilities Management Officer**	Public Works	97,478	0.0% Vacant
Laboratory Services Officer**	Health & Human Services	97,127	0.0%
Redevelopment Administrator**	Development Services	97,000	4.9% New person in position
Redevelopment Project Officer**	Development Services	97,000	0.0%
Accounting Operations Officer**	Financial Management	96,823	0.0%
Nursing Services Officer**	Health & Human Services	96,823	0.0%
SERRF Operations Officer**	Long Beach Gas & Oil	96,823	0.0%

Video Communications Officer**	Technology Services	96,823	0.0%
Plan Checker-Plumbing II	Development Services	96,681	0.0%
Human Resources Officer**	Human Resources	96,595	0.0%
Neighborhood Improvement Officer**	Development Services	96,499	0.0%
Capital Projects Coordinator IV	Public Works	96,142	0.0% New position (upgrade)
Physician Assistant	Health & Human Services	95,873	2.0% Negotiated Increase
Capital Projects Coordinator III	Public Works	95,873	2.0% Negotiated Increase
Business Systems Specialist V (7 positions)	Technology Services	95,873	2.0% Negotiated Increase
Communication Specialist V (2 positions)	Technology Services	95,873	2.0% Negotiated Increase
Systems Support Specialist V (2 positions)	Technology Services	95,873	2.0% Negotiated Increase
Housing Rehabilitation Officer**	Development Services	95,856	0.0%
Park Development Officer**	Parks, Recreation & Marine	95,787	0.0%
Transportation Programming Officer**	Public Works	95,226	0.0% Vacant
Human Resources Officer**	Human Resources	95,000	0.0%
Development Project Manager III	Development Services	94,994	3.6% New person in position
General Superintendent-Recreation**	Parks, Recreation & Marine	94,952	0.0%
Accounting Operations Officer (2 positions)**	Financial Management	94,875	0.0%
Petroleum Eng Associate III (2 positions)	Long Beach Gas & Oil	94,320	-4.9% New person in position
Administrative Services Officer**	Financial Management	94,093	0.0%
Business system Specialist V-Conf	Technology Services	93,992	0.0%
Admin Officer-Development Services**	Development Services	93,786	0.0%
Assistant to the City Manager (2 positions)**	City Manager	93,600	0.0%
Development Project Mgr III (2 positions)	Development Services	93,533	2.0% Negotiated Increase
Development Project Mgr III (2 positions)	Human Resources	93,533	2.0% Negotiated Increase
Development Project Manager III	Public Works	93,533	2.0% New person in position
Transportation Planner III	Public Works	93,533	2.0% Negotiated Increase
Special Projects Officer**	Development Services	93,514	0.0% Vacant
Housing Operations Officer**	Development Services	93,466	0.0% Vacant
Administrative Officer-Airport**	Airport	92,999	0.0%
Planner IV	Development Services	92,617	2.0% Negotiated Increase
Nurse Practitioner (2 positions)	Health & Human Services	92,617	2.0% Negotiated Increase
Community Information Officer**	Parks, Recreation & Marine	92,617	0.0%
Administrative Officer**	Health & Human Services	92,552	0.0%
Superintendent-Pipeline Maintenance**	Long Beach Gas & Oil	92,210	0.0%
Administrative Officer**	Development Services	91,999	5.1% New person in position
Financial Services Officer**	Health & Human Services	91,999	3.2% New person in position
Parking Operations Officer**	Public Works	91,575	0.0%
Development Project Manager II	Development Services	91,390	3.1% Negotiated Increase
Assistant to the City Mgr-Administration**	City Manager	91,352	0.0%
Administrative Assistant-City Manager**	City Manager	91,323	0.0%
Planner IV (3 positions)	Development Services	91,156	2.0% Negotiated Increase
Nurse Practitioner	Health & Human Services	91,156	2.0% Negotiated Increase
Storm Water/Environ Compliance Officer**	Public Works	91,123	0.0%
Business Systems Specialist V	Technology Services	91,112	2.0% Negotiated Increase
Historic Sites Officer**	Parks, Recreation & Marine	90,482	0.0%
Superintendent-Personnel & Training**	Parks, Recreation & Marine	90,238	0.0%
Financial Services Officer**	Financial Management	90,177	0.0%
Financial Services Officer**	Development Services	90,000	0.0% New position
Workforce Development Officer**	Human Resources	90,000	0.0%
Customer Services Officer**	Long Beach Gas & Oil	90,000	0.0%
Recycling & Sustainability Officer**	Public Works	90,000	8.1% New person in position

	AUGUST 1, 2011 SALARY		AUGUST 1, 2010 SALARY	
<b>Fire Battalion Chief</b>	12 positions	\$141,134	12 positions	\$130,409
<b>Police Lieutenant</b>	32 positions	\$134,358	32 positions	\$132,364
<b>Fire Captain</b>	83 positions	\$116,319	88 positions	\$113,777
<b>Police Sergeant</b>	109 positions	\$115,971	119 positions	\$114,019
<b>Police Corporal</b>	11 positions	\$103,905	16 positions	\$101,179
<b>Marine Safety Captain</b>	3 positions	\$101,968	3 positions	\$100,396
<b>Fire Boat Operator</b>	6 positions	\$99,789	6 positions	\$96,337
<b>Fire Engineer</b>	82 positions	\$97,769	72 positions	\$95,398
<b>Firefighter</b>	86 positions	\$95,954	67 positions	\$94,453
<b>Police Officer</b>	292 positions	\$93,748	219 positions	\$92,764
<b>Fire Plan Checker</b>	2 positions	\$90,133	under \$90,000 salary	

\*Does not include overtime. The above includes 718 positions in 2011 and 634 positions in 2010.  
Source: City of Long Beach

## City Manager Departments – Public Safety \$90,000-\$99,999 Base Salary (Double asterisk indicates management position)

Position	Department	Aug. 1 Salary	% Change Reason
Fire Engineer (6 positions)	Fire	99,636	2.7% Negotiated Increase
Firefighter (5 positions)	Fire	99,634	2.4% Negotiated Increase
Police Officer (5 positions)	Police	99,169	1.8% Negotiated Increase
Police Sergeant (2 positions)	Police	99,169	0.0%
Firefighter (10 positions)	Fire	99,035	2.4% Negotiated Increase
Fire Engineer (14 positions)	Fire	98,565	2.7% Negotiated Increase
Police Officer (4 positions)	Police	98,471	1.8% Negotiated Increase
Police Officer (12 positions)	Police	97,922	1.8% Negotiated Increase
Firefighter (4 positions)	Fire	97,789	2.3% Negotiated Increase
Fire Engineer (7 positions)	Fire	97,735	6.9% Negotiated Increase
Fire Boat Operator	Fire	97,682	7.7% Negotiated Increase
Firefighter (3 positions)	Fire	96,962	6.4% Negotiated Increase
Police Officer (13 positions)	Police	96,852	1.8% Negotiated Increase
Fire Engineer (8 positions)	Fire	96,843	2.7% Negotiated Increase
Forensic Science Services Administrator**	Police	96,568	0.0%

Firefighter (3 positions)	Fire	96,416	3.6% Negotiated Increase
Police Officer (25 positions)	Police	96,253	6.3% Negotiated Increase
Fire Engineer	Fire	95,946	8.2% Negotiated Increase
Police Officer (15 positions)	Police	95,823	6.3% Negotiated Increase
Firefighter (8 positions)	Fire	95,602	2.6% Negotiated Increase
Fire Boat Operator	Fire	95,520	2.6% Negotiated Increase
Fire Engineer (3 positions)	Fire	95,347	3.9% Negotiated Increase
Police Officer (45 positions)	Police	95,176	1.9% Negotiated Increase
Fire Engineer	Fire	95,115	2.8% Negotiated Increase
Firefighter (8 positions)	Fire	94,996	4.8% Negotiated Increase
Fire Engineer (6 positions)	Fire	94,823	2.7% Negotiated Increase
Fire Captain	Fire	94,708	0.0% New person in position
Police Officer (17 positions)	Police	94,322	1.9% Negotiated Increase
Fire Engineer (3 positions)	Fire	94,224	2.7% Negotiated Increase
Administrative Officer-Police**	Police	93,873	0.0%
Firefighter (10 positions)	Fire	93,796	2.4% Negotiated Increase
Criminalist Supervisor	Police	93,736	0.0% New person in position
Police Officer (23 positions)	Police	93,431	1.8% Negotiated Increase
Fire Engineer (2 positions)	Fire	93,101	0.0% New person in position
Police Officer (46 positions)	Police	92,655	1.9% Negotiated Increase
Employee Assistance Officer-Police**	Police	92,500	0.0%
Fire Engineer (3 positions)	Fire	92,204	4.0% Negotiated Increase
Firefighter (5 positions)	Fire	92,149	2.3% Negotiated Increase
Police Officer (47 positions)	Police	91,801	1.8% Negotiated Increase
Firefighter (7 positions)	Fire	91,550	2.4% Negotiated Increase
Administrative Officer-Police**	Police	90,887	0.0%
Fire Engineer (4 positions)	Fire	90,624	2.8% Negotiated Increase
Police Officer (17 positions)	Police	90,553	2.0% Negotiated Increase
Firefighter (8 positions)	Fire	90,428	1.1% Negotiated Increase
Plan Checker-Fire Prevention (2 positions)	Fire	90,133	0.0% Negotiated Increase
Police Officer (23 positions)	Police	90,131	1.9% Negotiated Increase

## Non-City Manager Departments

### \$90,000-\$99,999 Base Salary (Double asterisk indicates management position)

<b>Position</b>	<b>Department</b>	<b>Aug. 1 Salary</b>	<b>% Change Reason</b>
Water Laboratory Manager**	Water	99,999	0.0%
Civil Engineer	Harbor	99,993	0.0%
Water Operations Superintendent**	Water	99,584	0.0%
Chief Construction Inspector	Harbor	99,400	0.0%
Senior Civil Engineer	Water	99,164	0.0% New person in position
Civil Engineer (10 positions)	Harbor	98,949	0.0%
Environmental Remediation Specialist I	Harbor	98,949	0.0%
Civil Engineer (2 positions)	Water	98,949	0.0%
Senior Port Leasing Officer	Harbor	98,423	2.0% Negotiated Increase
Manager-Infrastructure Maintenance**	Harbor	98,125	0.0%
Manager of Port Projects**	Harbor	97,390	0.0%
Administrative Officer**	City Clerk	96,939	0.0%
Port Leasing Sales Officer V	Harbor	96,916	2.0% Negotiated Increase
Chief of Staff-Prosecutor-Conf	City Prosecutor	96,155	0.0%
Sewer Operations Superintendent**	Water	96,025	0.0%
Port Leasing Sales Officer V	Harbor	95,873	2.0% Negotiated Increase
Business Systems Specialist V	Water	95,873	7.3% Negotiated Increase
City Clerk Bureau Manager	City Clerk	94,777	0.0%
Financial Reporting/Controls Officer	Harbor	94,577	2.0% Negotiated Increase
Civil Engineer	Harbor	94,237	5.2% Negotiated Increase
Environmental Specialist I	Harbor	94,237	5.2% Negotiated Increase
Civil Engineer (2 positions)	Water	94,237	5.2% Negotiated Increase
Water Treatment Supervisor II	Water	93,602	0.0% New person in position
Marketing Manager (2 positions)	Harbor	93,533	2.0% Negotiated Increase
Water Quality Organic Chemist	Water	93,533	2.0% Negotiated Increase
Investigator II	Law	91,795	6.9% Negotiated Increase
Investigator III	Law	91,795	2.0% Negotiated Increase
Port Financial Analyst III (2 positions)	Harbor	91,649	2.0% Negotiated Increase
Administrative Officer-Water**	Water	91,329	0.0%
Manager-Fleet/Environmental Services**	Harbor	91,116	0.0%
Capital Projects Coordinator III (2 positions)	Harbor	91,112	7.3% Negotiated Increase
Telemetry Systems Superintendent**	Water	90,999	0.0%
Workers' Comp Claims Examiner III (2 positions)	Law	90,505	2.0% Negotiated Increase
Manager-Emergency Management**	Harbor	90,000	0.0%
Administrative Officer**	Civil Service	90,000	0.0% Vacan