$100,000 Club Increases

39 City Employees Part Of New $200,000 Club; Union ‘Skill Pay’ To Cost Taxpayers $25.6 Million

By George Economides
Publisher’s Analysis

Memorandums of understanding with several of the city’s unions have resulted in a spike in the number of employees earning a base salary of $100,000 or more, while 39 city workers have eclipsed the $200,000 mark. Those numbers will increase October 1 with the new budget, as pay raises kick in for a majority of city employees.

An issue that should elicit questions from residents and business owners who are now paying more in taxes to “assist” the city with infrastructure and public safety needs, is the $25.6 million budgeted for what is known as “skill pay” – nearly all of it going to public safety personnel. Evidently, city council members approved enhanced “skill pay” dollars as part of the recent negotiations with police and fire unions. In addition to skill pay, the police and fire departments have a combined $27.1 million budgeted for overtime. Skill pay and overtime account for approximately 11% of the city’s General Fund budget. More about these items later in the article.

About The $100,000 Club

The Business Journal’s “$100,000 Club” was launched in the late 1990s; long before public sector salaries were available on the Internet for all to see. In 2009, the city manager’s office offered to work directly with LBBJ staff to ensure accurate information was being presented. During the past nine years, the Business Journal has listed city salaries based on August 1 paychecks. This has allowed for an annual apples-to-apples comparison of salaries, benefits, pay increases, employee counts and other information – much of which is presented in charts and lists in this edition. As the chart at right indicates, membership in the “$100,000 Club” jumped from 821 in 2012 to 921 in 2013, and this year increased by 27% – both jumps are tied to new memorandums of understanding with unions.

Membership In The Long Beach $100,000 Club # Of City Employees

2017 1,452
2018 1,151
2019 1,046
2020 931
2021 862
2022 793
2023 574
2024 579
2025 578

(From City of Long Beach Accrual as of August 1 each year)

Board President Kellogg Discusses LBCC’s Financial Hurdles, Strategies

BY Samantha Mehlinger
Assistant Editor

Enrollment at Long Beach City College (LBCC) – as at many other community colleges in California – has been decreasing for years, with the exception of a few spikes here and there, according to Jeff Kellogg, president of the LBCC District Board of Trustees. With more than 90% of the school’s funding sourced from the state via a formula based upon student enrollment, the decline could cause problems for LBCC’s bottom line if something is not done.

Kellogg is the longest-serving boardmember, having been elected to an unprecedented five terms on the board beginning in 2002. He is also a 25-year employee of MAAS Companies, a Newport Beach-based firm specializing in program and project management, education and facility master planning, state reporting and more for California’s community colleges.

As of spring 2017, enrollment at LBCC was 25,574 students, according to Kellogg. The school’s high point for enrollment was more than 30,000, he said. Most of Southern California’s community college districts are experiencing decreasing enrollment or no growth, he noted. “At most
Kerry Gerot was recently selected by the Long Beach Board of Harbor Commissioners as the Port of Long Beach’s new director of communications and community relations. She starts August 19. In this role, Gerot is responsible for overseeing media relations, crisis communications, community engagement and educational outreach. Her division coordinates with all divisions of the harbor department to inform the public about the port’s operations as the second-busiest seaport in the United States. She leaves the city manager’s office, where she had been serving as public affairs officer for nearly three years. Prior to that role, she held a similar position with the Long Beach Airport.

Gerot holds a bachelor’s degree in international relations and a master’s degree in professional writing, both from the University of Southern California. . . . Wally Hebeish has been appointed as deputy chief overseeing the support bureau of the Long Beach Police Department. Police Chief Robert Luna announced Hebeish’s promotion from commander earlier this month. Hebeish has served within LBPD for more than two decades. He was promoted to sergeant in 2005, lieutenant in 2013, and commander in 2015. He mostly recently served as chief of staff to the police chief. . . . Alta Environmental, a Long Beach-based environmental and engineering consulting firm, has added five new employees to its team: Courtney Henderson, associate; Scott Fan, industrial specialist; Jorge Robles, industrial hygiene specialist; Austin Kay, water resource specialist; and Kevin Villarama, staff engineer. . . . Oregon-based Columbia Roofing & Sheet Metal hired Mike Walker, Ron Walker and Terry Brown to serve as members of the Long Beach Roofing Inc. (LBR) team, which Columbia acquired in 2015.

Mike Walker has been in the roofing industry for 25 years, most recently working for Evan’s Roofing Co. He serves as a roofing consultant for LBR, where his responsibilities include conducting consultations, sales and project management. Ron Walker serves as a commercial roofing consultant.

Since 2005 all major construction projects at the Aquarium of the Pacific have been designed and built to sustainable standards. The Aquarium of the Pacific was the first aquarium in the nation with a carbon-neutral building, the Premier Watershed Classroom, which features a green roof, solar-powered lighting and fans, and recycled materials. The remodel of the Aquarium’s Pacific Collections gift store (pictured) earned the first 3 Green Globes® certification from the Green Building Initiative for a U.S. aquarium or zoo. The store’s sustainable features include an expansive glazing system on the exterior glass wall with decorative film to help birds avoid collisions, several skylights and solar tubes for natural day lighting, and high recycled content flooring materials. Over 90 percent of the construction waste was sent to a recycling facility instead of diverting it to a landfill.

Pacific Visions, currently under construction, will be built to Green Globe standards which features a green roof, solar-powered lighting and fans, and recycled materials. The event also included free food, raffle prizes and more. Pictured from left: Frank McQuilhan, Signal Hill Chamber of Commerce boardmember; Sylvia Piazza, chamber member; Allison Gallagher, held representive for Assemblymember Patrick O’Donnell; Shelley Mann, Encore senior operations manager; James Young, Encore distribution manager; Melissa Guy, chamber president; Ed Wilson, mayor of Signal Hill; Paul Anderson, Encore vice president and general manager; Ben Anderson, Encore president; A. C. Goins, Encore gas facility manager; Tom Benson, president-elect of the Signal Hill Rotary Club; and Kevin Jones, Signal Hill city clerk. (Photograph by the Business Journal’s Larry Duncan)
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Millennial ladies should clearly go out of their way to make men feel more comfortable about that. The matchmaker’s first tip? “Take a step back and let him lead.” And it gets better. “They’ve climbed the work ladder and found success on their own, but power in the workplace doesn’t always translate well at home. That drive to dominate is not an attractive relationship quality (for some men, at least),” the pitch read.

Also important: letting your man make important decisions, such as, “I kid you not, where to get takeout tonight; making his talents a big deal so he doesn’t feel inadequate; realizing “in theory” that your money is his money; and other such vacuous gems.

The same person sent another pitch about a month later. This one was entitled “Dating for the #Girlboss – Is your independence intimidating? Celebrity matchmaker weighs in.” My favorite matchmaker contended that female independence may cause their male partners to perceive them as “inflexible, hard to deal with and unwilling to compromise.”

You know what Yosemite Sam looks like when steam comes out of his ears? Upon reading this I looked rather like that, but less mustachioed.

Why do pitches like this get me so incensed? It’s the reasoning behind them. While women still face plenty of hurdles to gain full equality with men, more and more women are advancing professionally. More of them are financially independent or higher wage earners than their male partners. In essence, more women are kicking ass at life than ever before. And that includes Millennial women.

Some folks, like this matchmaker, are trying to capitalize on women’s successes, not by appealing to them and celebrating them but by giving them advice on how to play those successes down so the men in their lives can feel like nothing has changed.

This is unequivocally dumb. You know what my advice would be to women whose male partners can’t handle their success? Give the guy a tissue box and tell him to call you when he’s done mourning.

I have a feeling we won’t get kicked out of the country, though. But we might hit our own wall of sorts if health care reform reduces access to birth control. (And what’s the next pitch going to be? “Menopause! It’s your time!”)

Also important: letting your man make headway in the workplace, especially when they have to contend with greater obstacles to success, like surmounting the pay gap.

And young women who do find success should certainly not be made to feel like that success is off-putting to the men they are romantic with – or men in general. Are men told to play down their successes at work to their female partners for fear that those women might feel inadequate?

What are we doing, if not settling down and having kids? As economist Christopher Thornberg pointed out during California State University, Long Beach’s annual Regional Economic Forum event earlier this year, it’s not immigrants we should look to when it comes to changes in job distribution and wages. It’s women (and our college degrees). I have a feeling we won’t get kicked out of the country, though. But we might hit our own wall of sorts if health care reform reduces access to birth control. (And who wants to bet our male friends will get to keep their Viagra?)

Young women should be encouraged and applauded for making headway in the workplace, especially when they have to contend with greater obstacles to success, like surmounting the pay gap.

And young women who do find success should certainly not be made to feel like that success is off-putting to the men they are romantic with – or men in general. Are men told to play down their successes at work to their female partners for fear that those women might feel inadequate?

No. They are not.

Not too long ago, I went on a couple of dates with someone who was a bit flaky about following up on plans. On one of those occasions, he told me his flakiness came from two places. One, he was moving to another city. The other? He said I intimidated him.

He surprised me with that one. My knee-jerk reaction was to reassure him, but as I opened my mouth to do so, I realized I had nothing to apologize for.

So instead, I took another sip of my drink and just smiled.

And you know what? He didn’t transform into a puddle of melted manhood before my eyes. Imagine that. 

[Continued From Page 1]
Pacific Edge To Develop Former Post Office Facility On Redondo

Long Beach-based Pacific Industrial’s bid has been accepted by the federal government to develop three industrial buildings at the former United States Post Office facility located at 2300 Redondo Ave. Neil Mishurda, owner of Pacific Industrial, said the project is still in the early stages of planning and details are not yet available.

In a video announcement, 5th District Councilmember Stacy Mungo noted there will still be a small post office on the property just off Burnett Street. “This new development will be a reduction in traffic for the community from what is there currently,” Mungo said. “Many people bid to be a part of this project, and the federal government . . . went with our company here. So we’re excited to work with them. They’ve come up with ideas that will ensure that to neighborhood and the development fit well together.”

6th Street Bike Boulevard

Construction has begun on the 6th Street bike boulevard that will stretch from Bellflower Boulevard to Junipero Avenue. The $1.5 million, 2.5-mile project provides a traffic circle, with a major roundabout at 6th Street and Park Avenue, and a class one bike path, which provides a completely separate right of way for cyclists. Phase one of the six-phase project, at Park and Roswell avenues, is scheduled for completion on August 23. The remaining timeline is as follows: phase two, at Santiago and Havana avenues, from August 23 to September 15; phase three, at Ultimo and Flint avenues, from September 15 to October 6; phase four, at Molino, Temple and Obispo avenues, from October 6 to 27; phase five, at Orizaba, Loma and Grand avenues, October 27 to November 16; and phase six, at Termino and Ximeno avenues, from November 16 to December 7.

New Playgrounds

Funded entirely by voter-approved Measure A funds, construction projects are planned for five parks around Long Beach. The $700,000 projects at Whaley Park when the economy tanked. Owner households shrank from 76.1 million to 75 million from 2006 to 2016 – the period of the study – while renter households grew from 34.6 million to 43.3 million.

In the analysis by Pew, this growth was not just fueled by the usual demographics, such as young adults, economically disadvantaged, minorities or new arrivals to this country, but by the demographic that has historically owned their own home, such as middle-aged adults and even those a bit older in the 45- to 64-year-old category. This trend is being promoted from all sides. As an example, the rate of renters coming from the ranks of college grads is up 7%.

“Rental is not just for the younger generations anymore,” said Dr. Norm Miller, a principal at Hoyt Advisory Services. “Increasingly, baby boomers and other empty nesters are trading single-family homes for the convenience of rental apartments. In fact, more than half of the net increases in renter households over the past decade came from the 45-plus demographic.”

Congress currently has a bill in front of it called the Affordable Housing Credit Improvement Act of 2017 (S. 548) that would help promote the increase of rental apartments with greater use of low-income housing tax credits and keeping a low ceiling on the credit rate for bond-financed projects, in addition to allowing greater flexibility with low energy tax incentives. Housing groups are lining up to boost the passage of this bill to try and kick-start the effort to promote more rental housing, but this is just one aspect of a national housing problem that is nowhere near being solved.

The Jackson project is scheduled to begin in November. Los Cerritos and Drake are slated to begin in November. Jackson Park, located at 1432 Jackson St., is undergoing $50,000 of improvements, including a new playground structure and pour-in-place rubber surfacing. The Jackson project is scheduled to begin in September.

City-Owned Property Sales

At its August 15 meeting, the Long Beach City Council will consider the sale of four city-owned properties. Woodcliffe Corporation is prepared to purchase the property located at 1673 Santa Fe Ave. for $1.2 million. Cando Services LLC is being considered for the purchase of the property located at 1680 Santa Fe Ave. for $500,000. Tarrico Corp. is being considered for the purchase of the properties located at 2111 W. 14th St. and 2110 Cowles St. for more than $2.3 million. DiCarlo Seafood Company Inc. is being considered for the purchase of the properties located at 1404 Hayes Ave. and 1351 Seabright Ave. for just under $2 million.

New Downtown Businesses

The following is a list of new business licenses in the Downtown Long Beach area.

Renters Lead Shifting Housing Market

Not surprisingly, given the economic, cultural and demographic shifts of the last few years, more renters are entering the market. But it wasn’t until a recent analysis of U.S. Census data by the Pew Research Center that we have come to be aware of just how extensive this shift has been. According to a recently released study, more households in America are headed by renters than at any time in the last 50 years. And in the last decade, there have been more renter households formed than those by homeowners.

Obviously, the recession and the housing bubble had much to do with this, since many families became renters because they could not afford or they lost their homes Real Estate Views

Christopher and Peilin Pratt celebrated the grand opening of their first Candy Warehouse retail store at 2520 Mira Mar Ave. on August 12. The business has been in operation for nearly 20 years, previously only available online. The store carries 6,000 different types of candy. (Photograph by the Business Journal’s Larry Duncan)
provided by the Downtown Long Beach Alliance (DLBA), which also indicated that Jorge Mujica of Creative Arts Coalition to Transform Urban Space was the DLBA’s recent $2,500 Small Business & Job Creation Grant winner:

- Aaron Buford, 314 Elm Ave., barber/beauty;
- Industrial Mineral Company (USA), 100 Oceangate, Suite 600, business office;
- Makeshift, 944 Pacific Ave., Suite 102, marketing;
- Jel Contract Legal Services, 200 Pine Ave., Suite 620, general services;
- Datta Law Group A PC, 444 W. Ocean Blvd., Suite 1401, attorney;
- FiveSixTwo, 444 W. Ocean Blvd., Suite 520, computer programming/consulting;
- Jelly Canopy, 444 W. Ocean Blvd., Suite 800, business office;
- Creative Arts Coalition to Transform Urban Space, 326 Elm Ave., artist studio;
- Hair by Monica Galza, 300 E. 4th St., Suite A-101, barber/beauty;
- C & G Homecare Inc., 111 W. Ocean Blvd., Suite 400, business office;
- Live In Fitness, 250 W. Ocean Blvd., Suite 1114, instructor/personal trainer;
- Creative Intellects Inc., 100 Oceangate, Suite 610, marketing;
- Herald Square Psychology, 444 W. Ocean Blvd., Suite 950, psychology;
- City Employees Associates LLC, 100 Oceangate, Suite 1200, consulting;
- Newmans Valve, One World Trade Center, 8th floor, business office;
- Samat Kingphilavanh, 209 Long Beach Blvd., massage/body wrap tech;
- The Raven and the Wolves, 212 The Promenade North, retail sales/tattoos/body piercing;
- Han Law Group, 555 E. Ocean Blvd., Suite 525, professional services;
- WPG Realty & Lending Group, 100 W. Broadway, Suite 3000, real estate office;
- Mike Dunfee Group, 401 Pine Ave., property management.

**Retail News**

**Candy Warehouse**

Christopher and Peilin Pratt have operated Candy Warehouse, one of the largest online candy stores, for nearly 20 years. The online store carries more than 6,000 different types of candy items, as well as items for candy buffets and party supplies. On August 12, the couple opened the doors to their first walk-in retail candy store at 2520 Mira Mar Ave. “Over the years, we have had many customers ask to visit our warehouse as they still like to see, touch, feel and even smell our candy,” Peilin said. “Customers nowadays seem to prefer shopping in a warehouse environment where they get more selection and better prices.” The candy store and warehouse, which was purchased by the couple in June 2016, occupies 21,000 square feet of space. The retail store is open Monday through Friday from 8 a.m. to 6 p.m. and Saturdays from 8 a.m. to 4 p.m.

**Pizza Press Grand Opening Event**

Anaheim-based The Pizza Press, a newspaper-themed pizzeria, is opening a new location at 5242 E. 2nd St. in Belmont Shore this Thursday, August 17. To celebrate the grand opening event, the restaurant is giving away thousands of pizzas with the purchase of a beverage to those who sign up for a voucher on their website (www.thepizzapress.com/GPG) and present it at the new location.

**Snake Oil Provisions**

On July 29, Ben Neuhaus and Miranda Mallow celebrated the reopening of Snake Oil Provisions, a boutique men’s clothing store, at 5242 Linden Ave. Aside from the Snake Oil Provisions brand, the store offers items by Schott NYC, RRL, Patagonia, 3Sixteen, Stevenson Overall Co., Earl’s Apparel, Gitman Vintage and Red Wing Heritage.

**Tuttle Cameras Reopens**

After decades of being located near the intersection of Carson Street and Atlantic Avenue in Bixby Knolls, Tuttle Cameras celebrated the grand opening of its new location at 5467 E. Carson St. on July 29. The event featured free classes, factory representatives, bonus rebates, discounted camera equipment, free food and no sales tax.
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Cosmic Girl

On August 1, Virgin Orbit welcomed home Cosmic Girl, the 747-400 rocket launch platform that will be used to launch small satellites into orbit. “Long Beach has long been the home of aerospace innovation, and we are thrilled that after months of significant modification work, Cosmic Girl, our first stage to orbit, is finally home,” Dan Hart, president of Virgin Orbit, said. “Virgin Orbit is the home stretch of integrating our LauncherOne rocket and ground systems for launch and to support our customers’ missions. Thanks to the support of the City of Long Beach and the Long Beach Airport, we employ and partner with some of the most talented aviation and aerospace engineers and technicians in the country. We look forward to keeping Long Beach’s aerospace heritage vibrant and enabling our customers to achieve space access.” Cosmic Girl will carry the LauncherOne to an altitude of approximately 35,000 feet before releasing it for its flight to orbit. The first flight is set to occur in the first half of 2018. “The arrival of Cosmic Girl to Virgin Orbit in East Long Beach is an exciting step forward for the future of aerospace in our city,” Mayor Robert Garcia said. “We look forward to making Long Beach and Virgin Orbit leaders of job growth in STEM.” Virgin Orbit was founded by Sir Richard Branson and owned by the Virgin Group and Aabar Investments. According to a company statement, “Virgin Orbit and its sister companies – Virgin Galactic and The Spaceship Company – are opening access to space to change the world for good.” Pictured above with Cosmic Girl are Virgin Orbit employees. Pictured at right in the cockpit of the aircraft are, from left, Hart, Cosmic Girl pilot Kelly Latimer, and Garcia. (Photographs courtesy of Virgin Orbit)
leased late last year due to the ports’ desire to tie their goals to upcoming state requirements.

“The majority of the strategies that we laid out in the discussion document have remained as they were presented in that document but with a little bit more detail, clarification, backup information, analysis, that sort of thing,” Heather Tomley, director of environmental planning for the Port of Long Beach, told the Business Journal.

There were a couple strategies that have changed from the discussion document. Primarily, that is related to feedback that we got and then also activities that have taken place with regulatory changes or legislative changes,” Tomley explained.

Goals related to the Clean Trucks Program, which sets goals and requirements for integrating cleaner-running trucks in the dual port complex, are one such change. The discussion document set timeline goals for phasing out old trucks in 2018, 2020 and 2030, with the ultimate goal of only zero-emission trucks operating in 2035. State law caused the ports to change these requirements in the draft CAAP document.

Senate Bill (SB) 1, a bill taxing gas and creating a fee system based upon the model year of vehicles to fund infrastructure improvements, was signed into law in November and ultimately had an impact on the CAAP. The law creates requirements for phasing out old semi-trucks with cleaner ones but includes a “useful life” provision for existing trucks on the road.

Under SB 1, truck owners will not be required to purchase a new vehicle until their existing truck has reached 13 years from the certified model engine and emissions control system year, or until the truck has traveled 800,000 miles so long as the engine and emissions control system does not reach 18 years past their original certification date.

“Essentially what that means is the state is not going to be doing a new regulation on trucks anytime soon,” Tomley said. “What worked the last time around with our truck program is the state had their regulation that they were developing at the same time as we were doing our program. And we structured our program to essentially just accelerate the timelines,” she explained.

The draft CAAP, if passed, would require new trucks registering at the ports to be model year 2014 or later starting in 2018. In 2023, a state regulation requiring operation of near-zero emission trucks kicks in, and the ports would require that trucks meet this standard at that time.

“Now that there won’t be a state regulation, we are not in that same position,” Tomley continued. “We won’t be able to accelerate anything that the state is doing. So, within the authority that we have, we are looking at the ways we can try to guide the turnover of the trucks into the type of trucks that we want to see.”

The draft CAAP, if passed, would require new trucks registering at the ports to be model year 2014 or later starting in 2018. In 2023, a state regulation requiring operation of near-zero emission trucks kicks in, and the ports would require that trucks meet this standard at that time.

“Then we have also proposed to establish a truck rate structure where all trucks would have to pay a rate after a certain year,” Tomley said. “But then we would provide exemptions to that rate for trucks

Draft Clean Air Action Plan

(Continued From Page 12)
that meet zero or near-zero emissions. So that would provide an economic incentive for use of those trucks.”

The draft CAAP also outlines goals to create a universal truck appointment system and to require all truckers entering the ports to make appointments at terminals. “Currently, nine of the 13 terminals have appointment systems, but they’re all independent systems that don’t communicate with each other,” Tomley said. “What we want to do is make sure we have an overlay where all of the systems can talk to each other so that if you are delayed at one terminal, you can make adjustments on your next appointment. So it can all be seamlessly integrated.”

Alex Cherin, intermodal conference chair of the California Trucking Association (CTA), told the Business Journal that the CTA is still reviewing the draft CAAP and reaching out to its members for feedback.

“I can tell you, though, initially, that we see that it tries to strike a balance between the need to continue robust trucking operations at the port while still incentivizing those who want to invest in newer and cleaner trucks,” Cherin said. “We are initially pleased to see that there is no hard ban on equipment and that the updates seem to tie themselves to what the California Air Resources Board has proposed.”

Cherin said the organization will submit an official comment letter to the ports within a few weeks after receiving comments from members. “There is always a concern about the costs. But again, I think the way that this CAAP update is written, it tries to strike a nice balance,” he said.

The Coalition for Renewable Natural Gas would like to see more aggressive requirements for trucks.

“When you compare the discussion document to the draft CAAP, the draft CAAP took some significant walks away from some of the aggressive parts of the discussion draft,” Greg Roche, vice president overseeing sustainable trucking for coalition member Clean Energy, told the Business Journal. Clean Energy is a provider of natural gas fuels and fueling stations.

“It waits until 2023 before it starts imposing fees to encourage changeover of trucks,” Roche said of the draft CAAP. “And there is a significant delay in when emission reductions would occur between the draft CAAP and the original discussion draft.”

Roche pointed out that near-zero emission RNG-fueled semi-trucks will be commercially available in 2018. “Our view is...
Draft Clean Air Action Plan
(Continued From Page 13)
that with the technology available, we could complete the transition to clean trucks by 2023 versus getting started then,” he said.
Tomley said the ports’ power to make such requirements without state guidelines in place is limited. “We don’t have the same authority that the air agencies have to implement requirements, develop rules, that sort of thing,” she said. Requiring new trucks registering at the ports to have newer engines and imposing rates are within the port’s authority, she noted.
The draft CAAP’s requirements for cargo handling equipment also changed from the discussion document. Originally, the discussion document included a goal to require all cargo handling equipment to be zero emission by 2030.
Now, the California Air Resources Board is developing regulations to achieve the goal of all such equipment operating at up to 100% zero emissions by 2030. “The state identified that they will be moving forward with amendments to their regulation,” Tomley said. “So our process that we’ll be going through will be participating in their rule-making effort to identify ways that we can help ease barriers to implementation, accelerate the timeline where we can and stay on track for meeting the 2030 timeline, but [also] participate in the rule-making process.”
While Long Beach Container Terminal now has mostly zero-emissions equipment at Middle Harbor, that equipment is automated, and the ports would not be requiring a switchover to automated terminals, according to Tomley. “It doesn’t require automation. Traditional operations we think will also be feasible,” she said.

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Greg Roche
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Clean Energy

“When you compare the discussion document to the draft CAAP, the draft CAAP took some significant walks away from some of the aggressive parts of the discussion draft.”

But zero-emission versions of equipment such as top picks and yard tractors are not yet available. “One of the comments that we hear from folks is ‘This equipment is still just being developed.’ Some of it hasn’t even been developed as a prototype yet,” Tomley said. “But we’re working through that process.” She noted that several demonstrations of zero-emission yard tractors are underway. The Port of Long Beach has a Technology Advancement Program which primarily uses grant funding to demonstrate new, cleaner technologies, she added.
A Moffatt & Nichol study commissioned by the Pacific Merchant Shipping Association (PMSA) found that converting the San Pedro Bay ports to all-electric, zero-emission equipment would cost as much as $29 billion, according to Thomas Jelenic, PMSA vice president.
It would cost about $2 billion to install infrastructure necessary to support zero-emissions cargo handling equipment, according to the draft CAAP. It “may cost upwards of $1.8 billion to replace the existing fleet with zero-emissions equipment,” the document also states.
Jelenic does not believe these cost estimates stand up to scrutiny. “The concern is with assumptions. First, the fact is the equipment doesn’t exist,” he said. He also argued that the batteries necessary to power zero-emission equipment at terminals would not last long enough, which would require investing in multiple machines to carry out the tasks that one used to do.
Tomley acknowledged that the draft CAAP relies upon assumptions and that those assumptions differ from PMSA’s views. “With our study, we assumed that the technology will be developed to a point that it can do the job of sort of traditional diesel equipment,” she said. The assumption in the document is that technology would exist to make one-for-one replacement of technology feasible, she explained. “We assume that the battery technology will continue to advance.”
While the ports will make investments and seek grants to aid in funding these changeovers, Jelenic said the cost to private industry would still be significant. “It’s still an enormous amount of money, particularly for an industry that is struggling with overcapacity, that has lost money pretty much every year for the past decade,” Jelenic said.
“It is still room to revise it? Absolutely. Which we think they should,” Jelenic said.
The draft CAAP also lays out plans to invest in more on-dock rail infrastructure and continue to reduce emissions produced by harbor craft and ships.
Overall, the ports estimate it could cost between $7.3 billion to nearly $14 billion to implement the proposals in the draft CAAP.
A public workshop on the draft CAAP is being held on August 30 at 5 p.m. at Banning’s Landing, located at 100 E. Water St. in Wilmington.
The public comment period for the draft CAAP closes on September 18. Comments, questions or requests for presentations may be sent to caap@cleanairactionplan.org.
According to Tomley, the joint boards of harbor commissioners are expected to vote on the final CAAP in November.
San Pedro Bay Ports Break Records In July; Dockworkers Extend Contract

By SAMANTHA MEHLINGER
Assistant Editor

Both the Port of Long Beach and the Port of Los Angeles broke cargo traffic records in July, with Long Beach experiencing its busiest month ever and Los Angeles its strongest-ever July.

Cargo traffic through the Port of Long Beach has increased for the past five months straight, according to a port statement. The port experienced a 13.1% increase in overall cargo traffic in July compared to the same month in 2016. A total of 720,312 twenty-foot equivalent units (TEUs) of cargo moved through the port in July. Imports increased 16.3% compared to July 2016, while exports decreased 11.7%. Empty container traffic increased 27.7%.

“Given the unprecedented change in the industry, we are pleased to see shippers choosing Long Beach,” Long Beach Harbor Commission President Lou Anne Bynum stated. “We thank our industry partners for having confidence in this port, and we pledge to continue to provide the best service and the best facilities.”

The Port of Los Angeles experienced its busiest July ever with a total of 796,804 TEUs coming through its facilities. Overall cargo traffic increased 16% compared to July 2016, according to an official statement. Imports through the port increased by 13% and exports increased by 17%. Empty container traffic increased by 20%.

“As we strive to maintain our competitive edge with these record volumes, it’s important to acknowledge the Pacific Maritime Association and the good men and women of the International Longshore and Warehouse Union who just extended their contract with terminal operators until 2022,” Gene Seroka, executive director of the Port of Los Angeles, stated. “The certainty that comes from this decision builds further long-term confidence in our supply chain as we continue to focus on superior infrastructure, innovative leadership and extraordinary customer service.”

Labor negotiations between the International Longshore and Warehouse Union (ILWU) and their employer group, the Pacific Maritime Association (PMA), came to a head in 2014 and resulted in a cargo traffic slowdown at West Coast ports that lasted for months. As the Business Journal has previously reported, this caused some business to move to other ports on the East Coast.

Last year, the two groups hinted they might extend their current contract, which was due to expire in 2019. The ILWU formally ratified the 2022 extension, which applies to 29 West Coast ports, in early August.

“This first-of-its-kind contract extension is great news for the maritime industry and the nation, setting the stage for reliable and productive cargo operations for years to come. This agreement also continues to provide ILWU workers with a generous wage and benefits package during a time of great change in the global maritime business,” PMA president James McKenna said in an official release. “With this agreement in hand, PMA looks forward to working with the ILWU to bolster the West Coast waterfront’s standing as a leader both nationally and globally.”

“The rank-and-file membership has made their decision and expressed a clear choice,” ILWU International President Robert McEllrath stated. “During the past year, we saw a healthy debate and heard different points of view, with concerns raised by all sides. The democratic process allowed us to make a difficult decision and arrive at the best choice under the circumstances.”

First Bank Branches Collect Food, Cash To Fight Hunger

In an effort to curtail hunger in local communities, First Bank branches in California collected 5,081 food items and $6,421 in cash donations in July for several food banks and non-profit organizations in the Southern and Northern California. The total value of the food and cash collected was $11,502.

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Mayor, City Manager Propose More Than $2.6 Billion Budget For 2018

By BRANDON RICHARDSON  Senior Writer

At a July 31 press conference, Long Beach Mayor Robert Garcia and City Manager Pat West unveiled the proposed fiscal year 2018 budget for city council consideration. According to Garcia, the $2.647 billion budget is balanced and fiscally responsible.

“We believe it is fiscally prudent. It is a budget that does not overspend but ensures that we continue to pay down our pension liabilities and that we continue to ensure that we’re responsible about where we want to spend all of our dollars,” Garcia said. “I think it’s important to note that this year we are seeing revenues that are coming into the city at a new level, which is pretty exciting as well.”

While both Garcia and West were eager to note the budget is structurally balanced, West’s presentation included projections for fiscal years 2019 and 2020 with shortfalls – $10.4 million and $8.7 million respectively. West cited continued challenges with increased pension liabilities for city employees as the leading driver of future budget gaps. The Long Beach City Council began the review process of the proposed budget with a 90-minute special meeting on August 1, and a focus on police and fire department proposed budgets at its August 8 meeting.

According to a presentation by Long Beach Police Chief Robert Luna, the department’s proposed budget is $241.8 million, with 92% coming from the General Fund, 5% from the Tidelands Fund, 2% from grants and 1% from Proposition H (targeting homelessness). He said the budget amount represents an increase of more than 9.5% over last year.

During 2016, Luna said the department dispatched officers to 211,000 calls for service, which breaks down to about 578 per day. These numbers and the city’s overall 5% reduction in crime are due in large part to the return of South Division,
the recent contract to patrol Long Beach’s Metro station and continued police academies, with the fourth consecutive academy already receiving 800 applications. “With your assistance and support, we will continue to expand our technological capabilities. We will employ a data-driven approach to our enforcement and investigative strategies to maximize our resources, reduce crime and improve the quality of life.”

During the August 8 hearing, 3rd Distric Councilmember Suzie Price voiced concern over the lack of police body-worn cameras. Luna explained that the department will complete its body camera pilot program in November, at which time an extensive report would be brought to council. Luna noted the significant financial commitment the program would require, which is not budgeted for in 2018. “It is rare to see an agency not have body cameras, especially a large agency, and I don’t want to be one of the only agencies that doesn’t have one if that’s where the industry is headed,” Price said. “I think it speaks to the credibility of the agency in terms of responding to and adopting trends and standards.”

According to a presentation by Long Beach Fire Chief Mike Duree, the proposed budget for the fire department is $116.9 million, with 74% coming from the General Fund, 27% from the Tidelands Fund, 2% from Prop. H and 1% from Certified Unified Program Agencies.

In the past 12 months, Duree said the department has responded to 71,000 fire, emergency medical, marine safety and other emergency calls for service. He explained that the proposed budget would continue the Homeless Education and Response Team (HEART) program, allow for additional staff and continue the operation of Engine 8 and Rescue 12 – recently reinstated with Measure A funds. The new budget also calls for a $217 increase in ambulance transportation fees for advanced life support and a $105 increase for basic life support.

While Duree noted the continued challenge of improving response times citywide, he noted the reinstatement of Rescue 12 has reduced the response time from 8 minutes and 40 seconds to 5 minutes and 36 seconds in North Long Beach, and by 30 seconds citywide. “The fact that folks had to wait that long and we’re finally addressing that with shaving three minutes off is something the entire city council and everyone who supported Measure A should be proud of,” Vice Mayor Rex Richardson said. “And I do want to say that citywide, that 30 seconds is significant. That means our system is healthier; it is stronger.”

The following is a breakdown of Measure A and non-Measure A funding for public safety, infrastructure and other focus areas included in the proposed 2018 budget:

Measure A investments in public safety
- $6.3 million in continued support for the priority public safety restorations originally approved in FY 2017, including:
  - South Police Division with eight sworn police positions and two civilian positions
  - Fire Engine 8, which includes 12 sworn fire positions
  - Police academy operations with nine sworn police positions
  - Paramedic Rescue 12, which includes six sworn fire positions
- $8.3 million to maintain existing fire department and police department programs and operations, signifying a maximum of 53 sworn positions in FY 2018
  - Enhancements to public safety using one-time funds, including:
    - Funding a $1.0 million Neighborhood Safe Streets Initiative
    - Alloting $4.3 million to support the four back-to-back police academy with a maximized number of recruits
    - Alloting $750,000 for safety camera network modernization and expansion

Non-Measure A funded public safety initiatives
- Allowing 28 full-time equivalent (FTE) police officers for Metro Blue Line enforcement
- Structural funding of the fire department’s Homeless Education and Response Team (HEART)
- Adding two firefighters/investigators to conduct marijuana inspections and assist with team-based marijuana enforcement

Measure A investments in public infrastructure
- $14.3 million in new funding for mobility programs, including arterial street improvements, paving unpaved areas, curb cuts and other sidewalk repairs, smart street lights, signage and finishing the curvy road for every residential street started this year
- $4.3 million in new funding for public facilities repair and improvements to public safety buildings, libraries, a health facility, the convention center, and to initiate a facility condition assessment
- $6.1 million in new funding for infrastructure in the city’s stormwater pump stations
- Additional strategic focus areas
  - Mobility
    - Formation of a Transportation Mobility Bureau
  - Additional staffing for mobility initiatives including transit and biking

(Photograph by the Business Journal’s Larry Jackson)

City Manager Pat West, top right, is pictured on the 13th floor of city hall with several of his management team, including Rebecca Guzman Jimenez, who serves as assistant to the city manager. Seated left is Tom Modica, assistant city manager, who has served in the position for nearly three years and has held several leadership positions since joining the city as a management assistant in July 2002. The newest member of the team is Deputy City Manager Kevin J. Jackson, who was appointed to the position in May.

He came to Long Beach from Champaign, Illinois, where he served as neighborhood services director. Jackson, who was appointed to the position in May. He came to Long Beach from Champaign, Illinois, where he served as neighborhood services director.

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(Photograph by the Business Journal’s Larry Jackson)
City Budget Proposal
(Continued From Page 17)
- Addition of a pothole crew
- Address the city’s ADA requirements
- Homelessness - Use Measure MA (marijuana tax, 2016) to fund:
  - Two additional sworn firefighter/para-medic positions to permanently staff the HEART team
  - Quality of Life teams
  - Homelessness rapid response
  - Multi-Service Center operations
  - Improving Cleanliness
  - Addition of two more Clean Teams
  - Focus on recycling and waste diversion
  - Economic Development
  - Increase staffing in the Economic Development and Development Services Departments
  - Arts and Culture
  - Two Beach Streets events
  - Support for arts (Museum/Arts Council/PowWow)

- Innovation and Efficiency
- Continue locally funded Innovation Team
- City Departments’ New Initiatives
- Improvements to hiring process
- Animal Care Services – two new positions
- Develop a single phone number system for the city
- Develop new digital platforms
- Invest in geographic information system (GIS) based open data enhancements
- Website improvements
- New fiber installation and many more technology investments

Additional budget hearings are scheduled for tonight, August 15, and August 22. At its September 5 meeting, the city council is scheduled to hold another budget hearing and has the option to adopt the proposed budget. If not adopted, a fifth and final budget hearing will be held on September 12.

Council District Budget Meetings
Budget overview meetings have been scheduled in each of the nine city council districts (District 2 was held August 12), allowing residents an opportunity to ask questions and voice opinions before the proposed budget is voted on next month. Following is a list in date order:
- **Council District 1 (English)**
  - August 16, 6:00 p.m.
  - Pacific Island Ethnic Art Museum
  - 695 Alamitos Ave.
  - Council District 6
  - August 17, 6 p.m.
  - McBride Park & Cal Rec Community Center
  - 1550 Martin Luther King, Jr. Ave.
  - Council District 9
  - August 21, 6 p.m.
  - Michelle Obama Library
  - 5870 Atlantic Ave.
  - Council District 8
  - August 23, 6:30 p.m.
  - Expo Art Center
  - 4321 Atlantic Ave.
  - Council District 5
  - August 24, 6:30 p.m.
  - El Dorado Park Community Center
  - 2800 N. Studebaker Rd.

- **Council District 7**
  - August 28, 6 p.m.
  - Miller Family Health Education Center
  - 3820 Cherry Ave.
  - Council District 4
  - August 30, 5 p.m.
  - Los Altos Library
  - 5614 E. Britton Dr.

- **Council District 3**
  - August 31, 6 p.m.
  - District 3 Field Office
  - 340 Nieto Ave.

- **Council District 1 (Spanish)**
  - August 30, 6 p.m.
  - Birria Tepechi Mexican
  - 1440 Santa Fe Ave.

- **Council District 4**
  - August 30, 5 p.m.
  - Los Altos Library
  - 5870 Atlantic Ave.

**City of Long Beach Infrastructure Investment Plan - Year 2 Update**

**Council District 8**
- August 23, 6:30 p.m.

**Council District 9**
- August 21, 6 p.m.
- Michelle Obama Library
- 5870 Atlantic Ave.
- Council District 8
- August 23, 6:30 p.m.

Expo Art Center
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340 Nieto Ave.
Molina Healthcare Reports $230 Million Loss, Announces Restructuring Plan

By SAMANTHA MEHLINGER
Assistant Editor

Following news of 1,400 planned layoffs, Molina Healthcare posted a net loss of $230 million, or $4.10 per diluted share, in the second quarter. The company announced a restructuring plan with the financial report.

Losses included out-of-period claims for medical care costs in 2016 that were $85 million in excess of what was anticipated; “$72 million in non-cash impairment losses for goodwill and intangibles” mostly tied to the company’s Pathways subsidiary focused on mental health; $44 million due to changes in health care marketplace estimates; $43 million in restructuring and separation costs related to firing former President/CEO Dr. J. Mario Molina; and other costs related to marketplace performance.

The news, released August 2, followed on the heels of a July 24 report by Reuters that Molina Healthcare was planning to fire 1,400 employees. That information was derived from an internal memo obtained by Reuters.

Housing Crisis At Top Of California Legislative Agenda

(Note: The following is from the California Chamber of Commerce Policy Advocate Louisa V. Lacy)

California’s housing crisis is a big focus of attention in the Capitol as state leaders highlight two elements of the crisis that are inextricably linked – supply and affordability.

The Department of Housing and Community Development estimates that California must build at least 180,000 units a year to meet its needs, with approximately 2 million units that have accrued over the last several decades.

The supply shortage has sent home prices and rents soaring, resulting in many individuals and families being priced out of the market and leading to overcrowding, homelessness, substandard housing conditions, and an exodus of Californians to other states.

For every $1,000 increase in a California home, 15,000 buyers are priced out of the market, according to a recent study by the Legislative Analyst’s Office that states that “we expect to see continued RFP and other cost savings as the path to greater profitability and shareholder returns.”

In July, the Long Beach City Council approved the formation of a business support team to “attract and retain” Molina Healthcare’s operations and services in the city.

Molina Healthcare posted a net loss of $1 million, in the second quarter. The company announced a restructuring plan with the financial report.

We are disappointed with our bottom-line results for this quarter and have taken aggressive and urgent steps to substantially improve our financial performance going forward,” Joseph White, Molina Healthcare’s CFO and interim president and CEO, stated.

A restructuring plan is underway to reduce “annually run-rate expenses by $300 million to $400 million upon completion in 2018,” according to a company statement. The plan includes reducing $200 million in expenses by cutting staff, which should occur by the end of 2017.

By August 2, $55 million in salary eliminations had been implemented.

Molina Healthcare also plans to withdraw from marketplace participation in Utah and Wisconsin.

“In the past, we have been focused on top-line growth, often at the expense of bottom-line results,” White stated. “While we expect to enjoy continued RFP and organic growth in our Medicaid managed care business, we are now intensively focused on improved operating performance and efficiency as the path to greater profitability and shareholder returns.”

In July, the Long Beach City Council approved the formation of a business support team to “attract and retain” Molina Healthcare’s operations and services in the city.

Following news of 1,400 planned layoffs, Molina Healthcare posted a net loss of $230 million, or $4.10 per diluted share, in the second quarter. The company announced a restructuring plan with the financial report.

Other proposed funding methods include:

• ACA 4 (Aguirre-Curry; D-Winter) gives local governments the authority to enact special taxes, including parcel taxes, to fund the construction, reconstruction, re habilitation, or replacement of public infrastructure, or the acquisition or lease of real property for public infrastructure or affordable housing, and lowering the vote threshold to impose such new taxes from two-thirds to 55%, and raising $1 billion through AB 1889 (Cabo-Urquiza; D-Santa Barbara) to add luxury tax revenues to the Affordable Housing Bank fund.

• ACA 2 (Caballero; D-Salinas) exposes developers by requiring the Office of Planning and Environmental Protection to make relevant findings if it denies a housing development, clarify provisions of the Legislative Analyst’s Office report, it would have to analyze the total project cost.

• ACA 3 (Balser; D-Duarte and Salinas) exposes the retail industry to increased taxes by imposing a quarter-cent sales tax increase in addition to a quarter-cent excise tax to fund affordable housing and homeless shelters, without creating greatly needed market rate housing.

• ACA 5 (Levine; D-South Pasadena) imposes a public subsidy as de minimis only if it is both less than $275,000 and less than 2% of the total project cost.

The 44th Toyota Grand Prix of Long Beach will take place on April 13-15, 2018.

Other Possibilities

Three potential key factors in addressing the housing crisis that do not appear to be getting much attention are the potential for Proposition 13 property tax and CEQA reform, and the possibility of some version of California’s redevelopment agencies.

Although there is no silver bullet to tackle the housing crisis, the Legislature will need to consider all available and possible avenues to address the state’s housing crisis — the legislation of actual construction being of the utmost importance.
Connecting Body And Mind For Better Health

By BRANDON RICHARDSON
Senior Writer

Hoover, founder of SOHMA Integrative Health Center in Long Beach, said: “What I’ve found in my practice as a teacher and as a doctor is that we simply need to slow down, find some stillness and the body will take care of itself. There’s a stress response in the body. Slowing down takes us out of the stress response in the body and in the mind.”

Hoover is a licensed acupuncturist and Tai Chi instructor and said in Chinese medicine it is believed that the mind must be restful in the heart for mental and physical health. He said one of his favorite quotes is, “The longest journey we ever take is from our head to our hearts.” When people slow down, it reduces stress and allows the body to truly rest, digest, heal and grow, which has a profound impact on the mind as well as the physical body, as blood pressure and heart rate go down and circulation increases.

In recent years, many communities have seen an influx of yoga studios and wellness centers, reflecting an overall greater push and emphasis on mind-body wellness. The idea of the health of the body being linked to the mind is not new, rather it is derived from ancient Eastern practices and medicine. Yoga, Tai Chi, meditation, herbs, acupuncture – among others – are all part of ancient Eastern healing.

“Most of our lives today, we’re so distracted with technology and we’re busy and we’re moving very quickly,” Dr. Daniel Hoover, founder of SOHMA Integrative Health Center in Long Beach, said. “What we’re doing, what we’re thinking, what we’re saying, we’re halfway there.”

Similar to the SOHMA center, founder Dr. Matthew Vo’s Health Arts Institute in Long Beach focuses on Tai Chi, yoga, acupuncture and massage therapy, all of which can act as a form of meditation. Vo practices Eastern and Western forms of medicine and noted that utilizing both simultaneously is the most effective way to regain and maintain a healthy body and mind.

He said he thinks Western medicine is superior for treating acute problems, short-term issues such as broken limbs and surgery but falls short of Eastern medicine when dealing with chronic health problems such as hypertension, diabetes and heart disease. “The problem is we are getting better and keeping patients living longer but they’re not necessarily healthier. On top of it, there are so many side effects of medications that we give them and the cost of taking care of people is just getting worse and worse.”

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Vo said he thinks Western medicine is superior for treating acute problems, short-term issues such as broken limbs and surgery but falls short of Eastern medicine when dealing with chronic health problems such as hypertension, diabetes and heart disease. “The other thing is Western medicine is an acceptable alternative. Vo said that Western medicine is beginning to realize the connection of body and mind in regard to health but is still far behind Eastern practices. However, he said that as more people advocate for its integration into the Western world, communities will continue to benefit from Eastern medicine and practices.

Elizabeth Bolla, owner of Olive Yoga in Long Beach, said yoga is the connection of mind, body and spirit. Though not a religion, she said the experience of proper yoga is spiritual in that it allows people to live in the present and not worry about things of the past or what’s to come in the future.

By focusing on the breath and movements, Bolla said the body is able to relax and draw into a single-point focus, which allows for a state of moving meditation and a supreme state of consciousness. “The beauty of yoga is it’s not a competition. It’s very experiential, especially in my classes in my studio. We allow for expressions and modifications and challenges,” Bolla said. “It’s really expansive and it’s multiplying, and I love it. The light is within us all. So the more we express it, the more we get to share it and the more people will tap into their light.”

The emphasis on breathing during yoga gives people instant oxygenated fuel for the body, which helps reduce stress, heart rate and blood pressure, according to Bolla. She said yoga is a path and that once people step onto it the results are undeniable. Bolla said she is happy and honored to share the experience of proper yoga and turn people off to the idea of Eastern medicine.

“Especially in America, we are out of balance in the regard of work, work, work, go, go, go, more, more. It’s hard for human beings to relax. So we teach people how to do that,” Bolla said. “When we reduce stress, that creates wellness, harmony, serenity – present moment bliss, I like to call it.”

At the SOHMA center, Hoover said Eastern and Western medicine are part of the practice, without the use of drugs and surgery. He explained it is a conservative approach that encompasses chiropractic, acupuncture, herb, Tai Chi and psychother-apy practices. He added that the center focuses on patient-centered care and will recommend more modern medical facili-ties and treatments if necessary.

“Our mind leads our behavior and our behavior leads to the overall health of our bodies. There’s a connection right there. If we can become more conscious about what not necessarily healthier. On top of it, there are so many side effects of medications that we give them and the cost of taking care of people is just getting worse and worse. I was frustrated by the fact that patients get so sick and they’re not getting healthier.” Utilizing Eastern practices, Vo said he has had success treating chronic illnesses. He noted that education on Eastern medi-cine is not common enough and that such practices remain underutilized. He explained that his role in his practice is out-reach to the community to spread knowledge on the topic and to get more people to try them as an alternative to med-ication and unnecessary surgeries.

Another common problem with Eastern medicine is those that adopt basic principle or just borrow the name and do not use the practices as they were intended, which. This can lead to a lack of positive results and turn people off to the idea of Eastern medicine as an acceptable alternative.

“Similar to the SOHMA center, founder Dr. Matthew Vo’s Health Arts Institute in Long Beach focuses on Tai Chi, yoga, acupuncture and massage therapy, all of which can act as a form of meditation. Vo practices Eastern and Western forms of medicine and noted that utilizing both simultaneously is the most effective way to regain and maintain a healthy body and mind. Vo said he thinks Western medicine is superior for treating acute problems, short-term issues such as broken limbs and surgery but falls short of Eastern medicine when dealing with chronic health problems such as hypertension, diabetes and heart disease. “The problem is we are getting better and keeping patients living longer but they’re not necessarily healthier. On top of it, there are so many side effects of medications that we give them and the cost of taking care of people is just getting worse and worse.”

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Vo said he thinks Western medicine is superior for treating acute problems, short-term issues such as broken limbs and surgery but falls short of Eastern medicine when dealing with chronic health problems such as hypertension, diabetes and heart disease. “The other thing is Western medicine in general, people have a tendency to be reliant on some magic silver bullet,” Vo said. “They’re hoping that the pill will be the answer to all their problems, so people are not actively trying to improve themselves.”

Vo said that Western medicine is beginning to realize the connection of body and mind in regard to health but is still far behind Eastern practices. However, he said that as more people advocate for its integration into the Western world, communities will continue to benefit from Eastern medicine and practices.

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As Technology Continues To Advance, Joint Replacements Become More Common

By BRANDON RICHARDSON
Senior Writer

As millions of Baby Boomers reach retirement age each year, medical technology continues to advance, allowing people to maintain active lifestyles. A common ailment threatening the older population’s activity level is osteoarthritis, which occurs frequently in the hip and knee as cartilage deteriorates in the joints causing friction.

Earlier this year, the MemorialCare Joint Replacement Center at Long Beach Memorial became the first hospital in Long Beach and North Orange County to utilize Stryker’s robotic-arm assisted total knee application on its Mako system. The system came into use around the same time as the American Academy of Orthopaedic Surgeons projected a huge advancement.

Total knee replacements have come a long way. The advances have really come with the robotics where we are utilizing Stryker’s robotic-arm assisted total knee application on its Mako system. The system allows surgeons live feedback, allowing them to make adjustments mid-surgery to ensure a good balance, which equates to more comfort and longevity.

The problems occur more frequently when you don’t have a well-balanced knee, and that can give the patients pain, not really the metal and plastic,” Wassef said. “So being able to perform a very precise surgery, where you’re able to balance the knee exactly the way that you want to, allows you to stay away from a lot of the pitfalls of poor balance with a total knee replacement.”

Combined with more advanced and less invasive surgical techniques, Wassef said the hospital is focused on patient recovery. He explained that recovering from a total knee replacement used to be a long and painful process, sometimes keeping patients in hospitals for up to a week. With current practices, Wassef said Memorial’s length of stay is under two days on average, with patients walking almost 300 feet before leaving.

As these advancements, Wassef said he and other surgeons are more willing to do replacements on younger patients when medically necessary and with caution. The reason for the willingness is the precision and longevity of current knee replacements thanks to technological advancements such as the Mako Total Knee, which has drastically decreased revision surgeries. Since putting the Mako system into use for total knee surgeries and being the only hospital in the area to utilize it, Wassef said he has noticed an increase in knee replacement patients, as they begin to understand the technology and seek it out. He said they like to know there are secondary checks and that these instruments allow for much greater precision.

“It just really depends on how long they have been deteriorating. It’s really individualized. Every patient is different.”

With these advancements, Wassef said he and other surgeons are more willing to do replacements on younger patients when medically necessary and with caution. The reason for the willingness is the precision and longevity of current knee replacements thanks to technological advancements such as the Mako Total Knee, which has drastically decreased revision surgeries. Since putting the Mako system into use for total knee surgeries and being the only hospital in the area to utilize it, Wassef said he has noticed an increase in knee replacement patients, as they begin to understand the technology and seek it out. He said they like to know there are secondary checks and that these instruments allow for much greater precision.

“It is allowing us to mobilize our patients much faster. It’s allowing us to get people up and going,” Wassef said. “We have an excellent program here at Memorial where we really focus on rapid recovery and getting people back in their home and, really, back to normal life.”
Joint Replacement (Continued From Page 21)

Dr. Brett Crist, an associate professor of orthopedic surgery at the University of Missouri School of Medicine, as the Stryker Mako system has not yet become as popular for hip replacement surgery as it has with the knee. However, he acknowledge that technology continues, he fully expects robots to be increasingly integrated into all types of medicine.

In regards to hip surgery, Crist said one of the major changes was the shift away from metal-to-metal joint replacements, which are now considered a failure. He explained that currently a ceramic femoral head is attached to the pelvic bone, while a metal shell is attached to the pelvis, which eliminates potential metal debris, with a plastic liner between.

“So really, the advancements are working more toward, are there any other new surfaces that can be used to make joints last longer,” Crist said. “It’s not just any plastic that goes in there. It’s a highly crosslinked plastic that is meant to last a long time. But that’s still the part that wears down, so people are continuing to try to make improvements on that since metal-on-metal didn’t really work out great.”

Another area being looked at for improvement is the approach of surgeons during the operation, according to Crist. He said the direct anterior approach, which was popularized in the United States 10 to 15 years ago despite being practiced in Europe for the last 50 years, is still the approach that has stood the test of time. However, different approaches such as the direct superior approach and the super-PATH approach (a combination of the superior and PATH approaches) avoid having to cut through tendons and soft tissue that older methods could not.

Decreasing blood loss during surgery has been another area of focus, according to Crist. He said inexpensive medications such as tranexamic acid being placed in the wound have helped reduced blood loss during hip and knee replacement surgeries.

Crist said that he thinks the most important gains for hip surgery in the last few years have not been technological but rather the focus on postoperative programs and rehabilitation. He explained that faster recovery times have been a big push at hospitals, not necessarily get patients out of hospital quickly but to return them to function faster.

“Also, we’re trying to have patients’ friends and families more engaged in the patient care too. To try to standardize the way people are treated afterward is a good thing, to try to minimize the chances of complications,” Crist said. “I think in just arthroplasty in general, that’s a big push to try to systematically make sure everybody gets on the same page, whether it’s the patient or the facility that they go to afterward, or the home health afterward or the physicians.”

How Single-Payer Health Care Works . . . And Could It Work Here?

By SAMA THINA MEHLINGER, Assistant Editor

Some insist that the switch to a single-payer, government-run health care system in California is inevitable. Others argue that such a feat has no chance of occurring either at the state or federal level. But whether or not the switch to government-run health insurance is probable, we asked: Is it possible?

The short answer appears to be yes. The long answer is also yes – but there would be significant hurdles to overcome. And whether or not these hurdles are surmountable is the subject of heated debate.

The prospect of a single-payer health care system in the United States is often referred to as “Medicare for all.” The premise is that a government agency would organize health care financing, which would be paid through taxes. This financing would cover all medical services and visits for citizens (and, under some proposals, undocumented residents).

Health insurance companies would no longer exist, except perhaps to cover elective procedures such as cosmetic surgery. Health care providers would likely remain privatized. Canada has such a system. The United Kingdom, on the other hand, has a single-payer system with the option of supplementing with private insurance.

“You have heard the joke, ‘What is the difference between theory and practice?’ In theory, nothing. ‘That’s the essence of my take on single-payer in America,’ said Paul Hughes-Cromwick, co-director of the Center for Sustainable Health Spending at Ann Arbor’s Altarum Institute, told the Business Journal. “And what I mean by that is that we’re never going to have single-payer in America. And I’m not being cynical. It’s for reasons that are really linked to what exactly it entails.”

Hughes-Cromwick has been in the field of health care economic and policy analysis since 1981, having worked for Detroit’s Henry Ford Health System, the University of Pittsburgh Graduate School of Public Health, the Connecticut Partnership for Long Term Care Insurance, and the U.S. Department of Health and Human Services, among others.

While the concept of “Medicare for all” sounds simple, in reality it is a complicated premise, according to Hughes-Cromwick. Medicare has a total of “But it is a feat that we go to afterward, or the home health afterward or the physicians.”
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Single-Payer

(Continued From Page 22)
year in July, calling it “woefully incomplete” in a press release.

Lara represents the majority of Long Beach, while Rendon represents a portion of North Long Beach.

“The California Nurses Association sponsored SB 562 in order to guarantee health care for all Californians and to eliminate insurance company premiums, deductibles and co-pays and those practices of the health insurers that are denying patients care,” Michael Lighty, policy director for National Nurses United and CNA, said.

“The nurses believe this is the best reform to achieve guaranteed health care for all and also control costs.”

Rendon held back SB 562 from consideration in the assembly because, as his press secretary, Kevin Liao, told the Business Journal, “It didn’t have the funding mechanism for how the program would be paid for.” Additionally, the bill lacked specifications about delivery of care and cost controls, he said. It also did not address state law requiring voter approval for significant increases in state spending, he noted.

The Senate Appropriations Committee’s analysis of SB 562 found that the total cost of implementing the proposed single-payer health care program would have been $400 billion, of which $200 billion would be derived from state, local and federal funding. The other $200 billion would be sourced from additional tax revenues. If a payroll tax (with no cap on wages to be subject to that tax) were used as the source of funding, the additional payroll tax rate would be 15% of earned income, the analysis stated.

Lighty said that in California, 70% of personal health care expenses are paid for by taxes already. He also argued that “all the federal dollars that are designed to cover health coverage will be available to Californians, period.”

However, as pointed out in SB 562, the state would need to obtain waivers to con-
“Wealthier people have to pay more into the system. And actually, that’s only fair, because in the last few decades the gains in productivity have all moved to the top.”

Dr. Don McCane, Retired Family Physician and Senior Health Policy Fellow, Physicians for a National Health Program

Hughes-Cromwick noted that Vermont—the state of U.S. Sen. Bernie Sanders, one of the most vocal advocates for single-payer health care—failed to adopt its own single-payer program. One was passed in 2011, but the governor scrapped the program before it ever got off the ground when estimates showed it would be too costly.

“The fact that you couldn’t pass it in Vermont, little tiny Vermont where they have laws that say you can run around in public naked . . . . Whoa,” Hughes-Cromwick said. The state has a much smaller, more homogeneous population than California and, as such, should not have to contend with the same scale of problems in implementing a single-payer program, he noted.

But Lighty believes single-payer health
Single-Payer

(Continued From Page 25)

More efficient?”
do a better job of figuring out where there
doous health care prices down, how can we
look, how can we just bring these ridicu-
ous health care prices down, how can we

of ACA [Affordable Care Act],” he said. “The
period is particularly chaotic, and anybody
who presumes they can predict it I think
think that process can fulfill the promise of
SB 562 and that the speaker needs to exert
lieve that process can fulfill the promise of

and we will start to build on the successes
of health care as a right is likely to con-

A nurse at the MemorialCare Breast Center in Long Beach reviews a 3-D image of a patient’s breast tissue taken by tomosynthesis. This process, rather than traditional 2-D imaging, allows health care professionals to examine a cross-section of breast tissue and more easily spot cancer. Dr. Angela Sie, breast imaging medical director at the center, explained that the difference between traditional 2-D imaging and tomosynthesis is similar to trying to peer through a book cover rather than opening up the book and looking at it one page at a time. The center is located within the Todd Cancer Pavilion on the campus of Long Beach Memorial Medical Center. (Photograph by the Business Journal’s Larry Duncan)

Caught Early – My Surprisingly Brief Breast Cancer Experience

by Pat Flynn

Eight weeks ago today, August 15, I was diagnosed with breast cancer.

Three weeks ago, I had surgery to remove the cancer and verify

McCanne pointed out that Rendon did
not kill the bill – he just held it for a year,
which means it could continue forward
after that time has elapsed.

Liao continued, “You know, hypotheti-
cally, if the assembly had passed SB 562
and it was signed into law, it wouldn’t
have provided care to a single person.
Because without the funding, you can’t
make the program actually happen.”

“... So, yes, it’s a very difficult hurdle.
And it’s just a matter of people under-
standing what single payer really is,”

hospital. “It’s a still a difficult political hur-

My attitude toward breast cancer has always been that it is a dire
and tragic diagnosis. I had only ever heard of women who had en-
dured significant surgeries, long periods of debilitating chemother-
apy and radiation, and – if they survived – a future where the
specter of breast cancer would always lurk. I fully realize that,
sadly, breast cancer can play out this way, and there are readers who
understand this far more deeply than they’d like to. What I learned,
thought, is that this isn’t the typical profile of breast cancer. My ex-
perience is quite common and, with early detection and improved
treatments, becoming more so every day.

Early Detection Is The Key

Early detection is so important. It means the difference in the
size of the tumor and the likelihood of cancer cells migrating outside
the breast. Frequent self-examinations are important, but they don’t
replace mammograms, which can detect tumors too small to feel.
The reason I was able to have a lumpectomy (removal of the tumor
and a surrounding margin of tissue) was because the cancer was de-
tected during a routine mammogram when it was still very small –
0.6 cm, about the size of a small pea, too small to feel with self-
exams. Otherwise, I would have been looking at breast removal, with
reconstruction (breast implant) at the same or a later time (which I
would have willingly dealt with). Early detection also meant the can-
cer cells didn’t have the chance to travel to the lymph nodes in my
armpit and elsewhere in my body, which would have meant chemother-
apy, lengthier recovery and perhaps a poorer prognosis.

Any Woman Can Get Breast Cancer

While the diagnosis of breast cancer may not be, across the
board, as grave as I had thought, I learned it is more prevalent than
I had realized (about one in eight women will get breast can-
cer), even among those of us who consider(ed) ourselves low risk.
I, in fact, had considered myself basically “no risk.” After all,
there is no history of cancer in my family, I’ve made it past age 60
safely, I don’t smoke, I’m physically active, and I’m pretty
much the picture of health. Couldn’t happen to me, right? Wrong.
We don’t know what causes breast cancer, and you – yes, you –
might get it. According to the California Department of Public
Health, 80% of women who develop breast cancer are over 50
years old. And only 20% to 30% of women who get it have family
members with the disease. (Men can also contract breast cancer, accounting for about 1% of all cases.) So, please don’t be complacent – get your mammogram.

See It For What It Is

When I first got The Diagnosis, admittedly, I felt a quick shock
flutter through my body. Within a few moments, though, I felt
peaceful, saying to myself, “OK, this is the situation. I’ll do what I
need to do. Everything will work out.” And I knew that to be true. I
did not relate to a grave outcome, and I wasn’t going to “go there.”
I understood the importance of staying centered in that attitude
and not allowing the fears of others, however well intended, to seep in.
Plus, I didn’t want to hear myself endlessly talking about it. If things
turned more serious, I would deal with it and have loving, positive
support around me. Naturally, I would need to tell my daughters,
my siblings and a few friends who I see often. (Try as I might, I just
can’t keep a secret when it comes to my own business.) After con-
sulting with the surgeon a few days later and getting an idea of my
options, I basically said, “I have some news. It’s not as bad as it
sounds, and things will turn out fine. I have a cancer in my breast,
which needs to be removed. It’s unlikely I’ll need chemotherapy,
and I may not even need radiation.” There was a little more de-
tail, but that’s the gist of it. My family and friends were supportive
and, perhaps taking their cue from me, not overly alarmed.

Pick Health Care Providers With A Positive Attitude

One friend advised me to get a second opinion, and I remember
wondering: Why a second opinion? I have a cancerous tumor and
it needs to come out, and I’ll either need chemotherapy or I won’t.
Well, he was right. I accidentally got a second opinion because,
when I asked for the earliest surgery date available, I was assigned
to a different surgeon than the one I had originally consulted with.
The first surgeon had seemed competent and caring but had a
somewhat somber view, citing the necessity for 5-6 weeks of radi-
ation and advising me to decide whether I wanted to have my breast
removed and reconstructed, or conserved. The second surgeon said
radiation may not be necessary and that breast conservation was a
no-brainer, that only a small amount of tissue would be removed
and the breast would fill itself in over time. (Even a couple of days
after surgery, my breast looked pretty normal except for slight
bruising and the incision.) Also, after one appointment with a most
degreable medical oncologist, I immediately requested another
one going forward. And, yes, I did end up opting for radiation (five
days a week for three weeks), to reduce the risk of recurrence from
just below 10% to about 2% to 3%.

I’m just one person with one breast cancer experience, but I learned
a few lessons here: You may not be able to prevent breast cancer if
it’s got your name on it, but you can try to head it off at the
pass. Get regular mammograms and deal with it early. Keep a
realistic, positive view. Be choosy about how and with whom you
share your experience, including health care providers. Keep living
your life as fully as you can.

Catch an Early – My Surprisingly Brief Breast Cancer Experience

(Continued From Page 25)
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Private Sector And Local Industries Playing Bigger Role Than Ever In Education

By BRANDON RICHARDSON
Senior Writer

With an increased focus on small learning communities and industry-specific education within the Long Beach Unified School District, it is easier for private sector companies to actively reach out to students at a younger age to help garner interest in specific industries.

Long Beach-based P2S Engineering Inc. participates in the ACE Mentor Program of America at Rancho Dominguez Preparatory School in Long Beach. The program is after school and focuses on architecture, construction and engineering. Wes McKean, a group manager at P2S, said Turner Construction Company and MHP Structural Engineers also participate.

“We do it in the fall and in the spring. I look at it as we are part of the building process, be it tools of their trade, field trips to construction sites and union halls, and structural building competitions among students, he explained.

The ACE programs are given a virtual plot of land and assigned a building to design. McKean said the project takes a development project from beginning to end, with students sketching initial designs, constructing wood or cardboard models and finally using a 3D design program called SketchUp to produce the final, digital submission to the ACE organization to be placed in a digital model with all other school projects.

Kevin and Kent Peterson – they were raised in Long Beach. They went to school at Cal State Long Beach. Their business is in Long Beach. It’s their home,” McKean said. “Obviously, school is very important, but we want to get them excited about career paths for them. So we all are excited about reaching out to students because they are the future. And at the end of the day, we just want to give back to the community.”

McKean explained that P2S recruits employees out of CSULB, so it is pertinent for the company to attempt to encourage high school students to study engineering once they move on to college. He said the company has even had interns right out of high school because it is hard to find people that are excited about engineering. McKean said female students often ask about women in the industry, and P2S makes it a point to bring its female employees to show they do the exact same work as their male counterparts.

Recently, P2S allowed a Rancho Dominguez teacher to spend two days shadowing mechanical and electrical engineers to give him a better idea of what they do. McKean said the hope is that this insight would be passed onto the students, who would become more excited about the field of engineering.

“With a short year, we were able to accomplish more than 30 experiential learning opportunities, which included harbor tours, speakers, industry mixers. We were able to create a very large advisory board, as well, with industry partners,“ Alejandro Guirron, community relations specialist at the port, said.

“They are the enriching experiences that the port helps coordinate in addition to what the teachers and Long Beach Unified are teaching the kids – math, history and all the other things that are going to be required of high schoolers in Long Beach,“ Lee Peterson, media relations specialist at the port, added. “But these experiential events really enrich and bring the program into what it is.”

Rather than beginning the program with incoming freshmen, as many programs do, the port opened AGL to all grades its first year. Between 450 and 500 students participated in the program last year, with 60 incoming freshmen signed up for the 2017-2018 school year.

Guirron said one of AGL’s greatest accomplishments after its first year was obtaining National Academy Foundation certification, which pushes for industry and business involvement in education, particularly in underserved areas. The previous business program at Cabrillo failed to obtain certification for six years.

The port assists with transportation and branding, and it partnered with CSULB to develop the program’s curriculum. Guirron said one of the port’s most important goals through its work at Cabrillo is to be a role model for other businesses in the area. She said the port wants to act as a catalyst for businesses taking a greater interest in their communities and educating the future workforce.

“Obviously, we are a big community partner, and we want to be able to give back,” Guirron said. “We have to educate students at a young age how the port works and what opportunities lie within it. Being able to create a pipeline and a framework for these students to follow is really our long-term goal.”

While partnerships with industries and businesses are relatively new for Long Beach’s local high schools, certain partnerships with colleges have been successful for decades. Ben Anderson, president of Encore Welding Supply in Signal Hill, said his company has been working with Long Beach City College and Orange Coast College for 30 years.

Anderson said Encore assists students in the welding technology and metal fabrication programs with obtaining all the proper equipment and materials for each level of courses. He explained that the company offers a student discount and sometimes even donates equipment to students needing help financially.

“The entrepreneur who becomes supervisor then manager and quite often ends up owning their own company and becomes a customer for life,” Anderson said. “We’re promoting the trade and helping the industry. We’re very short on welders as a career due to the retiring age compared to the number of people coming in to fill the voids.”

Anderson explained that he often tells his customers about promising students in hopes of assisting graduates in obtaining work quickly. He said the company also hosts quarterly student nights at its facility, where students learn about specific aspects of the industry, whether it’s from a manufacturer of welding machines or a company looking to promote welding at their business.

Additionally, Anderson said Encore hosts events at various companies’ locations to promote the variety of work available in welding or skilled trades.

Earlier this year, the California Department of Transportation (Caltrans) supported a Joint Training and Certification Program for materials testing technicians in the specialties of Portland cement concrete, hot-mix asphalt, soils and aggregates at CSULB with a $1.3 million grant. The program was proposed by eight construction trade associations in 2014.

(“The associations”) approved Caltrans and asked if they wanted a joint training and certification program where their technicians would be gaining certification side by side with Caltrans technicians,” Shadi Saadleh, principal investigator and CSULB associate professor in civil engineering. “Basically, they wanted a consistent, same level of training and certification to be provided to both state and private agents.”

The school is coordinating the effort, in
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Playing A Bigger Role In Education

(Continued From Page 29)

cluding providing venues, classrooms, instructors and a training process to give students hands-on experience. Saadeh said current certification and training is inconsistent, often leading to disagreements on job sites. CSULB will also promote the program to ensure every relevant entity in the state is aware of it.

Saadeh said the program is a response to California Senate Bill 1, which increases the gasoline tax to pay for improvements to the state’s transportation system, including road repair. With the expected influx of transportation funding and projects, Saadeh explained. CSULB has also helped manage the program at CSULB, has also helped manage the program from the beginning.

“I think one of the things that is really to be highlighted is that the hospital provides expert clinic technicians to be the clinical instructors when they come to do . . . training at the hospital.”

The additional funding and savings on certain expenditures allows CSULB to enroll an additional 108 registered nursing students, according to Fix. She explained that these students are on a faster track than those in the regular program and that the hospital works with them through a tuition reimbursement program and offers them a job upon graduation.

Long Beach Memorial also partners with Long Beach City College to allow nursing students to perform their clinicals at the hospital. However, Fix said the Institute of Medicine is pushing for 80% of hospital nursing staffs to have bachelor’s degrees or higher by 2020. She said in 2003, 19% of Memorial nurses had bachelor’s degrees. Today, 70% of the 2,000-person nursing staff have bachelor’s degrees, including 850 graduates of CSULB, which Crockett said is a huge achievement. Those in the regular program and that the hospital works with them through a tuition reimbursement program and offers them a job upon graduation.

Kellogg On Long Beach City College Challenges

(Continued From Page 1)

force development at Long Beach Memorial and Miller Children’s & Women’s Hospital Long Beach have worked on a partnership program between the hospital and CSULB since its inception in 2004. Lucy Hucky, director of the nursing program at CSULB, has also helped manage the program from the beginning.

“This through the agreement with CSULB, we provide funding for them to have the additional faculty necessary to teach theory at the college campus,” Fix said. “In addition, the hospital provides expert clinic technicans to be the clinical instructors when they come to do . . . training at the hospital.”

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Kellogg explained that just because positions are budgeted for does not mean they will be filled. “If we don’t need them, they won’t be hired,” he said. He pointed out that the college has opted not to re-hire for cert
tain nonessential positions over the years as a way to reduce costs.

Other significant cost increases related to personnel include $3.9 million for benefits (due to an increase in positions and increase in payment rates) and $1.2 million to restore “previously reduced positions” and step and column increases, according to the June 27 budget presentation.

By the 2022-23 fiscal year, employer contributions to the California State Teachers’ Retirement System are projected to increase to 20.25%, according to the budget presentation. California Public Employee Retirement System payments are projected to increase to 27.30%.

Retirement benefit obligations represent an unfunded liability of $44.4 million for Long Beach City College.

Asked what the board’s plan was to tackle the issue, Kellogg said that it was tied to labor negotiations. “I will tell you that the retirement program we have for the college is outstanding. Which is not always what a taxpayer wants to hear,” he said.

One of Kellogg’s top priorities is ensuring the college has an enrollment management plan to project future enrollment and develop a strategy for exiting stabilization. The college does not have a strong enrollment management plan, according to Kellogg, who noted that the two vice presidents tasked with developing this plan are now no longer with the college.

“You address it through improving your efficiency, reducing cost, things of that nature,” Kellogg said of improving LBCC’s FTES funding. “What we are going to be doing is that we are going to become very aggressive on trying to increase our efficiency. What that means is more students in a class [and] having the students take more units.” If a student is enrolled in 12 or 15 units as opposed to nine, “that is a dramatic difference for funding,” he noted.

Last year, LBCC offered more than 6,000 courses, of which 18% were career or technical courses. The college’s average class size is 30 students, according to Kellogg.

To increase efficiencies, Kellogg indicated the college must ensure it is offering the classes students need when they need them. Times and days that classes are offered might be examined, he suggested.

Increasing access and affordability to classes is also on the board’s priority list, Kellogg noted. While students who qualify for the Long Beach College Promise are guaranteed a year of free tuition and the majority of students on the campus are eligible for free tuition through the California Community College Board of Governors, expensive textbooks remain an issue, he explained.

“My bigger issue is, we need to get students out quicker,” Kellogg said. He cited the 1976 film “Animal House” to make his point. “The late actor John Belushi had a hilarious line at the time. And when he was thrown off the campus, he said, ‘Seven years of college down the drain.’ We all sit there and go, ‘That’s pretty funny.’ You know what the average time of a student at a California community college is now? About six to seven years…That’s why we are trying to reduce it, and we are trying to get it down to three or four years.”

While the board is limited in the actions it can make – it cannot, for instance, develop an enrollment management plan itself – it is the board’s responsibility to set goals to guide these processes, Kellogg explained.

The board’s goals are to implement the college’s strategic plan, to establish an enrollment management plan, to improve the long-range fiscal health of the college, and to improve access and affordability for students.

“If we don’t have a strong workforce in California, our economy is in jeopardy,” Kellogg said. “[In] what we do, we can improve people’s lives through education. That is the one clear way you can make this state and community better, to have an educated community.”
W e’ve done big projects, from performing arts centers and churches and centers. Most of our customers are long-term customers,” Patrick said. "Lots of big commercial industrial stuff, especially getting involved in the Group to maintain lighting and electrical at commercial buildings and building new electrical projects, the company contracts with property electric design and build. The majority of our projects are our design and build, so we build them.” He said he currently has more than 30 employees, most of which work in the field. Patrick explained that aside from designing and building new electrical projects, the company contracts with property management companies, including Watson Land Company and CBRE Group to maintain lighting and electrical at commercial buildings and centers. “Most of our customers are long-term customers,” Patrick said. “We’ve done big projects, from performing arts centers and churches and lots of big commercial industrial stuff, especially getting involved in the Carson and Rancho Dominguez areas.” For more information, visit www.jovinospizza.com.

Electric Construction Company

In 1933, Electric Construction Company was established by Patrick Sullivan’s grandfather on South Street in Long Beach. Patrick said his grandfather got into the electric business in Kansas but moved to California during the Dust Bowl of the 1930s and started the company. The business moved up the street to its current location at 1709 E. South St. in 1945. Patrick became president of the family business in 1977. “We’re an electric contractor, and we have a lighting maintenance division that has aerial trucks and crews that go out and maintain commercial industrial [complexes],” Patrick said. “And we have new installations that we do – full electric design and build. The majority of our projects are our design and we build them.” He said he currently has more than 30 employees, most of which work in the field. Patrick explained that aside from designing and building new electrical projects, the company contracts with property management companies, including Watson Land Company and CBRE Group to maintain lighting and electrical at commercial buildings and centers. “Most of our customers are long-term customers,” Patrick said. “We’ve done big projects, from performing arts centers and churches and lots of big commercial industrial stuff, especially getting involved in the Carson and Rancho Dominguez areas.” For more information, visit www.a1ecco.com.

Jovino’s Pizza

Twenty-eight years ago, Jovino’s Pizza opened in Long Beach at 1002 E. South St. Three years after, the second owner allowed the business to deteriorate, Kristopher Cotledge and his brother, Big Jeff, purchased the business. “Number one, we’re mom and pop – hiring neighborhood kids so this can be their first job, learn something and move on,” Kris said. “We’re not corporate. We’re not big. We’re not bossy. We’re not strict.” He admitted to having no knowledge of the industry before taking over the business, relying on his brother who had worked up the ranks of Pizza Hut and Domino’s Pizza to teach him. Jovino’s pizza is bigger and better than the competition, according to Kris, who said the shop’s rib tips are world famous. Kris said he has three employees, with plans to hire a fourth by the end of summer, and that he enjoys interacting with customers and making kids happy. After three years, Kris said there is still work to be done and challenges to overcome. “Getting the building together itself and getting the neighborhood around us to understand it’s new people here, it’s not the same person,” Kris said. “He had a bad rapport with the neighbors and the neighborhood, so I had to get their confidence back first.” For more information, visit www.jovinospizza.com.

Miller’s Wheel Alignment & Brake Service

Growing up on a farm, Dean Starks began mechanic work at a very young age fixing tractors and other equipment. His knowledge got him a job at a service station before serving in the military repairing aircraft at Marine Corps Air Station El Toro in Orange County from 1961 to 1965. He went back to work at a service station before being hired at Miller’s Wheel Alignment & Brake Services, which opened at 1601 E. South St. in 1946. “I just fell into it,” Starks said. “I started working at a service station, worked on aircraft in the military, worked service stations out of that and here I am.” In 1991, Starks took over the auto shop, where he currently has three employees and continues his work as a mechanic. Miller’s specializes in alignment, brakes and suspension repair, in addition to other services such as tuneups, timing valves and water pumps. When asked what he enjoys most about the business, Starks said, “Taking care of the customers and getting things done. Making people happy. If people are satisfied with what you do, it gives you a good feeling.” Outside of the shop, Starks enjoys restoring old cars and is currently working on the restoration of a 1956 Dodge pickup truck. For more information, call 562/422-9037.

Blue Ribbon Drapery

Barbara Gilbert opened Blue Ribbon Drapery at 638 E. South St. in 1980 as a complementary business to her husband’s work as a drapery installer. Gilbert explained that she worked with someone in the drapery business and ultimately bought her machines to open Blue Ribbon. Prior to opening the business, Gilbert said she was a substitute teacher, utilizing skills she enjoys putting to use at her business. “I guess I really enjoy the bookkeeping more than anything – invoicing and computer stuff,” Gilbert said. “I have a degree in math, so I like figuring quotes out for people.” Aside from quotes and invoicing, Gilbert said still sews drapes and helps with sales, though she now employs two seamstresses, three installers and two full-time salespeople. Throughout its 37 years, Blue Ribbon has always specialized in drapes, blinds, shutters and shades but recently expanded to include awnings, which Gilbert said has been a profitable addition to the business. Currently, Blue Ribbon is the window covering specialist for three Costco locations – Signal Hill, Lakewood and Norwalk – providing and installing window coverings for kiosks and displays. For more information, call 562/425-4637.
Skill Pay – All City Funds

<table>
<thead>
<tr>
<th>Department</th>
<th>FY18</th>
<th>One Year Increase</th>
<th>FY17</th>
<th>One Year Increase</th>
<th>FY16</th>
<th>One Year Increase</th>
<th>FY15</th>
<th>One Year Increase</th>
<th>FY14</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fire Department</td>
<td>$9,126,714</td>
<td>30.0%</td>
<td>$7,018,135</td>
<td>37.8%</td>
<td>$6,717,975</td>
<td>30.4%</td>
<td>$6,983,566</td>
<td>21.8%</td>
<td>$7,026,752</td>
</tr>
<tr>
<td>Police Department</td>
<td>$15,039,610</td>
<td>17.2%</td>
<td>$10,912,093</td>
<td>17.6%</td>
<td>$10,651,589</td>
<td>17.6%</td>
<td>$10,396,329</td>
<td>15.4%</td>
<td>$10,465,065</td>
</tr>
<tr>
<td>All Other Departments</td>
<td>$1,400,800</td>
<td>16.8%</td>
<td>$1,683,751</td>
<td>16.8%</td>
<td>$1,683,751</td>
<td>16.8%</td>
<td>$1,843,285</td>
<td>16.8%</td>
<td></td>
</tr>
<tr>
<td>Totals</td>
<td>$25,567,124</td>
<td>30.4%</td>
<td>$19,613,979</td>
<td>30.4%</td>
<td>$19,066,282</td>
<td>30.4%</td>
<td>$19,023,780</td>
<td>30.4%</td>
<td></td>
</tr>
</tbody>
</table>

Source: City of Long Beach. Note: According to the city’s financial services department, the budget book for FY16 and FY17 contained some errors. This table reflects the corrected amounts.

The skill pay comparisons presented by the Business Journal are for the city’s fiscal years beginning October 1 through September 30, and are separate from salary data related to the “$100,000 Club,” which is based on August 1 paychecks each year.

City Employees: Full-Time And Part-Time: 2017 Compared To 2016

(Continued From Page 1)

In fairness to city employees, they helped the city when the recession cut deeply into city revenues from 2009 to 2012. Police, fire and other unions agreed that their employees would pay the entire “employee fee” for pensions (they had been contributing a small percentage). Many members of the community argued for years, however, that employees should have been paying the full fee all along—which amounted to 9% of base salary for sworn personnel and 8% for nearly all other employees. Nevertheless, the city had been covering the employee fee for decades, so it was considered a giveback by employees.

As charts below show, 33.88% of the city’s 4,315 full-time employees (as of August 1, 2017) receive a six-figure-plus base salary. While many people in the public sector believe that a $100,000 salary “isn’t what it used to be,” it remains about double the household income in Long Beach. Roughly 20% of the city’s nearly 475,000 residents are considered low-income, and another large percentage of residents are living paycheck to paycheck, challenged by escalating rent costs that are sapping half of their salary.

The fire department has the highest percentage of “club” members —66.3%—of full-time employees making $100,000 or more, followed by the police department at 57.4%.

While there are some city departments and some specific positions—with eye-popping salaries, it may surprise readers that the overall city payroll is in line with increases to the region’s consumer price index (CPI). In June 2009, the U.S. Department of Labor, Bureau of Labor Statistics, indicated that the CPI for the Los Angeles-Riverside-Orange County area was 223.906 (the base year of 100.0 was in 1982-84—meaning, what cost consumers $100 in 1982-84, cost $224 in 2009). In June 2017, the CPI was 255.275. That’s a 14% increase over the past 9 years.

By comparison, the annual city payroll based on August 1, 2009, paychecks, was $383,570,104 for 5,822 full and part time people. This year, August 1, 2017, the payroll totaled $434,645,158 for 5,655 employees. That’s a 13.3% increase in total payroll and a 16.6% increase in average annual wages (payroll divided by the number of employees receiving checks).

Union negotiations—especially with sworn personnel—is usually based on what “comparable” cities or agencies in the region are paying for similar positions, such as a firefighter or police officer. The comparison list for police are the cities of Anaheim, Glendale, Huntington Beach, Los Angeles, Pasadena, Torrance, Santa Ana and Santa Monica, as well as L.A. and Orange County sheriffs departments. The most recent MOU brings base pay for Long Beach public safety personnel to the mid-point of those agencies, according to city staff.

Curiously, one Long Beach position that continues to be considerably below average is that of city manager, whose salary is set by the city council. While Pat West’s salary is currently a healthy $266,000, it pales in comparison to city managers in cities such as Santa Ana, Santa Monica, Torrance, Burbank, Irvine, Anaheim, Gardena, Culver City, Chino, Lakewood, Compton and 50 others in the state that are at $300,000-plus, according to the California State Controller’s website. Additionally, few city managers have the responsibilities that come with the Long Beach job: a port and airport as well as water, health and gas-ol, and more than 5,000 employees to oversee. West, who was named city manager in September of 2007, however, is not complaining. “I’m happy,” he said.

As defined in the budget document, skill pay is “additional compensation specific for specialized skills that enhanced an employee’s job performance.” It sounds reasonable, but taxpayers are on the hook for $23.6 million in the coming fiscal year, nearly all of it going to public safety personnel. This represents a 30% increase in skill pay costs from the current fiscal year, even though relatively few employees have been added to the fire or police departments. This is significant considering the fiscal challenges facing the city and public demands for more police officers on the street.

The skill pay arrangements are outlined in the MOUs, which means city councilmembers were aware of the costs— or should have been— when they approved the new contracts. As the Skill Pay Chart above shows, the total cost of skill pay was nearly identical for the four previous years. Thus, it’s likely that skill pay is being used to boost public safety salaries. Focusing on the police department, skill pay is provided for a number of “skills,” including being a motor officer, working in port security, serving as a helicopter pilot or observer, being bilingual, being assigned to a detective bureau or accident investigation detail. There is extra money for “marksmanship pay,” ranging from $4 a month for marksmen to

$100,000-Plus Club Members* By City Department

<table>
<thead>
<tr>
<th>Department</th>
<th>2017 Full-Time Employees</th>
<th>2016 Full-Time Employees</th>
<th>% Club Members</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fire</td>
<td>457</td>
<td>303</td>
<td>66.30%</td>
</tr>
<tr>
<td>Police</td>
<td>1,095</td>
<td>628</td>
<td>57.35%</td>
</tr>
<tr>
<td>Law</td>
<td>63</td>
<td>26</td>
<td>41.27%</td>
</tr>
<tr>
<td>Harbor</td>
<td>497</td>
<td>179</td>
<td>36.02%</td>
</tr>
<tr>
<td>City Auditor</td>
<td>17</td>
<td>6</td>
<td>35.29%</td>
</tr>
<tr>
<td>City Manager</td>
<td>40</td>
<td>14</td>
<td>35.00%</td>
</tr>
<tr>
<td>Civil Service</td>
<td>13</td>
<td>4</td>
<td>30.77%</td>
</tr>
<tr>
<td>Technology Services</td>
<td>117</td>
<td>34</td>
<td>29.06%</td>
</tr>
<tr>
<td>Development Services</td>
<td>159</td>
<td>44</td>
<td>27.67%</td>
</tr>
<tr>
<td>Human Resources</td>
<td>47</td>
<td>13</td>
<td>27.66%</td>
</tr>
<tr>
<td>Economic &amp; Property Development</td>
<td>124</td>
<td>110</td>
<td>10.20%</td>
</tr>
<tr>
<td>Financial Management</td>
<td>628</td>
<td>457</td>
<td>17.27%</td>
</tr>
<tr>
<td>Harbor</td>
<td>532</td>
<td>497</td>
<td>17.27%</td>
</tr>
<tr>
<td>Health &amp; Human Services</td>
<td>309</td>
<td>273</td>
<td>17.27%</td>
</tr>
<tr>
<td>Human Resources**</td>
<td>50</td>
<td>47</td>
<td>17.27%</td>
</tr>
<tr>
<td>Law</td>
<td>65</td>
<td>63</td>
<td>17.27%</td>
</tr>
<tr>
<td>Legislative (Mayor &amp; City Council)</td>
<td>49</td>
<td>40</td>
<td>17.27%</td>
</tr>
<tr>
<td>Library Services</td>
<td>177</td>
<td>77</td>
<td>17.27%</td>
</tr>
<tr>
<td>Long Beach Gas &amp; Oil</td>
<td>208</td>
<td>201</td>
<td>17.27%</td>
</tr>
<tr>
<td>Parks, Recreation &amp; Marine</td>
<td>670</td>
<td>202</td>
<td>17.27%</td>
</tr>
<tr>
<td>Police</td>
<td>1,173</td>
<td>1,095</td>
<td>17.27%</td>
</tr>
<tr>
<td>Public Works</td>
<td>492</td>
<td>453</td>
<td>17.27%</td>
</tr>
<tr>
<td>Technology Services</td>
<td>122</td>
<td>117</td>
<td>17.27%</td>
</tr>
<tr>
<td>Water</td>
<td>222</td>
<td>201</td>
<td>17.27%</td>
</tr>
<tr>
<td>Totals</td>
<td>5,338</td>
<td>4,315</td>
<td>120.00%</td>
</tr>
</tbody>
</table>

Source: City of Long Beach. “Police and Fire dispatchers transferred to Disaster Preparedness and Emergency Communications. **Workforce Development staff transferred to Economic Development. ***Part Time includes Seasonal Part Time and Seasonal Part Time accounts for about 66% of all Part Time employees. **There are variations in the number of part-time employees for some departments, particularly during the summer months (e.g., parks, recreation & marine, fire/paramedics). ***For the Legislative Department, the 9 part-time employees are council members.
$12 a month for a month. There is extra money for educational attainment: 2.75% for an associates degree; 5% for a bachelors and 6.5% for a masters, all based on a “Step 5 Police Officer” rate, which is just over $43 an hour. According to the city’s human resources department, 116 officers are receiving an extra $1.190 per hour for their AAs; 282 officers are getting $2,164 per hour for having a bachelors degree; 60 officers are receiving $2,814 per hour for a masters degree; and 178 who are “working” toward getting a bachelors or masters degree are receiving $1,190 per hour. These payments continue until the officer leaves the city.

The above are a sampling. The fire department has its own set of skill pay categories. To put the $25.6 million in perspective, more than 100 new police officers could be hired with that money, with sufficient funds left over to equip the force with body worn cameras – something that several councilmembers indicated publicly that they would like to see as soon as possible. (At the August 8 budget meeting, Police Chief Robert Luna explained to the city council that a study about the use of cameras should be completed in November. Funding for cameras has not been identified.) Another perspective: If the skill pay were cut to zero, it would eliminate the $10.4 million budget shortfall estimated for Fiscal Year 2019. (Note: new hires by PERs definition after Jan. 1, 2013)

Pensions And Unfunded Liabilities

Unfunded liabilities – driven by pension costs – are an ongoing concern for Long Beach and most other cities in the state and country. The city is facing $1.185 billion in unfunded liabilities, with $897 million of that for pensions. But a decade ago, while Bob Foster was mayor, the city attacked the pension issue on several fronts, including establishing new “pension formulas” (refer to chart above left) and developing a 30-year plan (Assistant City Manager Tom Modica: “It’ll be fully funded. You’ll have zero for liability.”).

Turn Page For Salary Listings – Pages 36-39
Notes:
• Salary amounts were derived by multiplying the employee’s hourly wage rate as of August 1, 2017 by 2,088 hours.
• Salary amounts for Long Beach Police and Fire Department employees include skill pay, but do not include overtime.
• All employees now pay the full employee share of their pension costs (9% for police and fire, 8% for all other employees) although there may be slight differences in their actual salaries.
• "Negotiated Increase" – also shown as NI – refers to a general salary increase and/or a step increase per an existing MOU.
• "New Person" refers to a new employee being hired for the position.
• "Salary Adj" means a Salary Adjustment was made to the position’s salary to better reflect comparable salaries for the position in other cities and industry standards.
• As of this publication date, 4 of the city’s 11 employee groups have not reached an agreement on a new contract. They are: firefighters, engineers, city attorneys and the Association of Long Beach Employees. Collectively, these groups represent approximately 1,250 employees.
• For an explanation of why the salaries are shown in three sections/categories, please turn to the previous page and read the information that accompanies the chart at the bottom of the page.

Long Beach City Salaries – $100,000 Club

<table>
<thead>
<tr>
<th>Position</th>
<th>Department</th>
<th>Aug. 1 Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Manager-Director Management*</td>
<td>Disaster Prep./Emer. Comm.*</td>
<td>170,233 2.0%</td>
</tr>
<tr>
<td>Manager-Customer Service Tech.*</td>
<td>Technology Services*</td>
<td>139,060 2.0%</td>
</tr>
<tr>
<td>Treasury Operations Officer*</td>
<td>Financial Management*</td>
<td>139,060 2.0%</td>
</tr>
<tr>
<td>Manager-Bus. Operations*</td>
<td>Management Services*</td>
<td>136,800 2.0%</td>
</tr>
<tr>
<td>Construction Services Officer*</td>
<td>Public Works*</td>
<td>138,700 2.0%</td>
</tr>
<tr>
<td>Cyber Security Officer*</td>
<td>New Person</td>
<td>139,000 2.0%</td>
</tr>
<tr>
<td>Manager-Coder Enforcement*</td>
<td>New Person</td>
<td>137,000 2.0%</td>
</tr>
<tr>
<td>City Controller*</td>
<td>Financial Management*</td>
<td>137,365 2.0%</td>
</tr>
<tr>
<td>Business Info Tech Officer (2 Positions)*</td>
<td>Technology Services*</td>
<td>137,217 2.0%</td>
</tr>
<tr>
<td>Wireless Communications Officer*</td>
<td>Technology Services*</td>
<td>137,217 2.0%</td>
</tr>
<tr>
<td>Manager-Bus. Operations*</td>
<td>New Person</td>
<td>135,357 2.0%</td>
</tr>
<tr>
<td>Superintendnet of Operations*</td>
<td>Public Works*</td>
<td>134,640 2.0%</td>
</tr>
<tr>
<td>Manager-Admin &amp; Financial Services*</td>
<td>Development Services*</td>
<td>134,233 2.0%</td>
</tr>
<tr>
<td>Building Inspections Officer*</td>
<td>Development Services*</td>
<td>133,995 2.0%</td>
</tr>
<tr>
<td>Business Information Systems Officer*</td>
<td>Development Services*</td>
<td>133,995 2.0%</td>
</tr>
<tr>
<td>Advance Planning Officer*</td>
<td>New Person</td>
<td>133,112 2.0%</td>
</tr>
<tr>
<td>Current Planning Officer*</td>
<td>New Person</td>
<td>133,112 2.0%</td>
</tr>
<tr>
<td>Assistant City Traffic Engineer*</td>
<td>New Person</td>
<td>132,600 2.0%</td>
</tr>
<tr>
<td>Housing Development Officer*</td>
<td>New Person</td>
<td>132,600 2.0%</td>
</tr>
<tr>
<td>Manager-Housing Authority*</td>
<td>New Person</td>
<td>132,600 2.0%</td>
</tr>
<tr>
<td>Manager-Bus. Operations*</td>
<td>New Person</td>
<td>132,600 2.0%</td>
</tr>
<tr>
<td>Senior Structural Engineer*</td>
<td>New Person</td>
<td>132,600 2.0%</td>
</tr>
<tr>
<td>Manager-Risk Mgmt. Services*</td>
<td>New Person</td>
<td>132,600 2.0%</td>
</tr>
<tr>
<td>Manager-Medical Services*</td>
<td>New Person</td>
<td>132,600 2.0%</td>
</tr>
<tr>
<td>Health and Social Services**</td>
<td>New Person</td>
<td>129,577 2.0%</td>
</tr>
<tr>
<td>Manager-Bus. Operations*</td>
<td>New Person</td>
<td>129,577 2.0%</td>
</tr>
<tr>
<td>Manager-Commercial Services*</td>
<td>New Person</td>
<td>127,067 2.0%</td>
</tr>
<tr>
<td>Manager-Civil Engineering*</td>
<td>New Person</td>
<td>126,145 2.0%</td>
</tr>
<tr>
<td>Manager-Secondary/Non-Permanent*</td>
<td>New Person</td>
<td>123,783 2.0%</td>
</tr>
<tr>
<td>Manager-Media Services*</td>
<td>New Person</td>
<td>123,783 2.0%</td>
</tr>
<tr>
<td>Manager-Media Services*</td>
<td>New Person</td>
<td>123,783 2.0%</td>
</tr>
<tr>
<td>Manager-Media Services*</td>
<td>New Person</td>
<td>123,783 2.0%</td>
</tr>
<tr>
<td>Manager-Media Services*</td>
<td>New Person</td>
<td>123,783 2.0%</td>
</tr>
</tbody>
</table>

City Manager Departments – Non-Public Safety

$100,000-Plus Base Salary

(Abbreviations indicate position)

<table>
<thead>
<tr>
<th>Department</th>
<th>Aug. 1 Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>City Manager*</td>
<td>200,000 2.0%</td>
</tr>
<tr>
<td>Assistant City Manager*</td>
<td>186,755 2.0%</td>
</tr>
<tr>
<td>Dir of Development Services*</td>
<td>222,752 2.0%</td>
</tr>
<tr>
<td>Dir of Long Beach Airport*</td>
<td>217,232 2.0%</td>
</tr>
<tr>
<td>Dir of Public Works*</td>
<td>216,656 2.0%</td>
</tr>
<tr>
<td>Dir of Financial Management*</td>
<td>216,620 2.0%</td>
</tr>
<tr>
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<tr>
<td>Dir of Parks, Recreation &amp; Marine*</td>
<td>214,199 4.5%</td>
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<tr>
<td>Dir-Disaster Prep. &amp; Emergency Comm.*</td>
<td>212,260 2.0%</td>
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<tr>
<td>Dir of Technology Services*</td>
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<tr>
<td>Dir of Long Beach Gas &amp; Oil*</td>
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<tr>
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<tr>
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<tr>
<td>Special Projects Officer*</td>
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</tr>
<tr>
<td>Manager-Parks &amp; Recreation*</td>
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<tr>
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<tr>
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<td>162,300 2.0%</td>
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<tr>
<td>Manager-Technology Infrastructure Services*</td>
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<tr>
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<td>159,195 2.0%</td>
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<tr>
<td>Manager-Electrician*</td>
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<tr>
<td>Division Director-Oil Properties*</td>
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<tr>
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<tr>
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<tr>
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<tr>
<td>Manager-Planning Bureau *</td>
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<tr>
<td>Director-Port Services*</td>
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<tr>
<td>Tidelands Development Officer*</td>
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Notes:
• Salary amounts were derived by multiplying the employee’s hourly wage rate as of August 1, 2017 by 2,088 hours.
• Salary amounts for Long Beach Police and Fire Department employees include skill pay, but do not include overtime.
• All employees now pay the full employee share of their pension costs (9% for police and fire, 8% for all other employees) although there may be slight differences in their actual salaries.
• "Negotiated Increase" – also shown as NI – refers to a general salary increase and/or a step increase per an existing MOU.
• "New Person" refers to a new employee being hired for the position.
• "Salary Adj" means a Salary Adjustment was made to the position’s salary to better reflect comparable salaries for the position in other cities and industry standards.
• As of this publication date, 4 of the city’s 11 employee groups have not reached an agreement on a new contract. They are: firefighters, engineers, city attorneys and the Association of Long Beach Employees. Collectively, these groups represent approximately 1,250 employees.
• For an explanation of why the salaries are shown in three sections/categories, please turn to the previous page and read the information that accompanies the chart at the bottom of the page.
<table>
<thead>
<tr>
<th>Position</th>
<th>Department</th>
<th>Aug. 1</th>
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<tbody>
<tr>
<td>Administrative Officer*</td>
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<td>Transportation Planner III</td>
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<td>Facilities Management Officer*</td>
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<tr>
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<tr>
<td>Admin Analyst IV-Confidential (3 Positions)</td>
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<td>Capital Projects Coordinator IV (Public Works)</td>
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<table>
<thead>
<tr>
<th>Department</th>
<th>Aug. 1</th>
<th>Percent Change</th>
<th>Reason</th>
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<tbody>
<tr>
<td>Police</td>
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<tr>
<td>Fire</td>
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<td>Police</td>
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</table>
### Long Beach City Salaries – $100,000 Club

#### Non-City Manager Departments

<table>
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<tr>
<th>Position</th>
<th>Department</th>
<th>Aug. 1</th>
<th>Percent Change</th>
<th>Reason</th>
</tr>
</thead>
<tbody>
<tr>
<td>Deputy Chief Harbor Engineer</td>
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<td>Harbor</td>
<td>132,586</td>
<td>0.0%</td>
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</tr>
<tr>
<td>Manager of Master Planning</td>
<td>Harbor</td>
<td>131,930</td>
<td>2.0%</td>
<td>NI</td>
</tr>
<tr>
<td>Director-Finance</td>
<td>Harbor</td>
<td>131,901</td>
<td>2.0%</td>
<td>NI</td>
</tr>
<tr>
<td>Manager-Transportation Development</td>
<td>Harbor</td>
<td>128,528</td>
<td>2.0%</td>
<td>NI</td>
</tr>
<tr>
<td>Manager-Planning/Water Conservation</td>
<td>Water</td>
<td>128,000</td>
<td>0.0%</td>
<td>Vacant</td>
</tr>
<tr>
<td>Manager-Security Operations</td>
<td>Harbor</td>
<td>127,642</td>
<td>2.0%</td>
<td>NI</td>
</tr>
<tr>
<td>Manager-Commercial Trade-Import Cargo</td>
<td>Harbor</td>
<td>127,940</td>
<td>2.0%</td>
<td>NI</td>
</tr>
<tr>
<td>Manager-Infrastructure Maintenance</td>
<td>Harbor</td>
<td>127,940</td>
<td>2.0%</td>
<td>NI</td>
</tr>
<tr>
<td>Manager-Utilities</td>
<td>Harbor</td>
<td>127,940</td>
<td>2.0%</td>
<td>NI</td>
</tr>
<tr>
<td>Manager-Facilities Maintenance</td>
<td>Harbor</td>
<td>127,940</td>
<td>2.0%</td>
<td>NI</td>
</tr>
<tr>
<td>Manager-Grants Administration</td>
<td>Harbor</td>
<td>127,940</td>
<td>2.0%</td>
<td>NI</td>
</tr>
<tr>
<td>Manager-Business Development</td>
<td>Harbor</td>
<td>127,940</td>
<td>2.0%</td>
<td>NI</td>
</tr>
<tr>
<td>Manager-Transport, Develop, Export Cargo</td>
<td>Harbor</td>
<td>127,940</td>
<td>2.0%</td>
<td>NI</td>
</tr>
<tr>
<td>Manager-Revenue</td>
<td>Harbor</td>
<td>127,940</td>
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<td>NI</td>
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<tr>
<td>Manager-Commuter, Trade-Import Cargo</td>
<td>Harbor</td>
<td>127,938</td>
<td>2.0%</td>
<td>NI</td>
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<tr>
<td>Manager-Labor Compliance Administrative</td>
<td>Harbor</td>
<td>127,938</td>
<td>2.0%</td>
<td>NI</td>
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<tr>
<td>Legislative Assistant (Non-City)</td>
<td>Harbor</td>
<td>127,733</td>
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<td>NI</td>
</tr>
<tr>
<td>Senior Civil Engineer</td>
<td>Harbor</td>
<td>127,467</td>
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<tr>
<td>Deputy City Attorney</td>
<td>Law</td>
<td>126,763</td>
<td>2.0%</td>
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<tr>
<td>Environmental Remediation Specialist</td>
<td>Harbor</td>
<td>126,443</td>
<td>0.0%</td>
<td>New Person</td>
</tr>
<tr>
<td>Senior Civil Engineer (13 Positions)</td>
<td>Harbor</td>
<td>126,443</td>
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</tr>
<tr>
<td>Senior Civil Engineer (7 Positions)</td>
<td>Harbor</td>
<td>126,443</td>
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<tr>
<td>Senior Traffic Engineer</td>
<td>Harbor</td>
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<td>NI</td>
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<tr>
<td>Senior Scheduler (3 Positions)</td>
<td>Harbor</td>
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<td>0.0%</td>
<td>NI</td>
</tr>
<tr>
<td>Senior Civil Engineer (2 Positions)</td>
<td>Harbor</td>
<td>126,443</td>
<td>5.0%</td>
<td>NI</td>
</tr>
<tr>
<td>Office Systems Analyst III</td>
<td>Harbor</td>
<td>126,038</td>
<td>1.1%</td>
<td>NI</td>
</tr>
<tr>
<td>Water Operator Superintendent</td>
<td>Harbor</td>
<td>126,038</td>
<td>2.0%</td>
<td>NI</td>
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<tr>
<td>Deputy City Auditor (2 Positions)</td>
<td>City Auditor</td>
<td>123,187</td>
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</tr>
<tr>
<td>Senior Civil Engineer (3 Positions)</td>
<td>Harbor</td>
<td>120,424</td>
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<tr>
<td>Manager-Workers Compensation</td>
<td>Law</td>
<td>120,380</td>
<td>4.0%</td>
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<tr>
<td>Project Scheduler II</td>
<td>Harbor</td>
<td>119,925</td>
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<tr>
<td>Office Systems Analyst III</td>
<td>Harbor</td>
<td>119,821</td>
<td>7.4%</td>
<td>NI</td>
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<tr>
<td>Capital Projects Coordinator IV</td>
<td>Harbor</td>
<td>119,821</td>
<td>7.4%</td>
<td>NI</td>
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<tr>
<td>Deputy City Attorney (2 Positions)</td>
<td>Law</td>
<td>119,552</td>
<td>0.0%</td>
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<tr>
<td>Business Systems Specialist I</td>
<td>Harbor</td>
<td>119,464</td>
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<tr>
<td>Mgr-Security &amp; Emergency Preparedness</td>
<td>Water</td>
<td>119,339</td>
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</tr>
<tr>
<td>Water Laboratory Manager</td>
<td>Water</td>
<td>117,746</td>
<td>2.0%</td>
<td>NI</td>
</tr>
<tr>
<td>Water Operations Operator I</td>
<td>Water</td>
<td>117,746</td>
<td>2.0%</td>
<td>NI</td>
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<tr>
<td>Intermodal Operations Coordinator</td>
<td>Harbor</td>
<td>116,548</td>
<td>0.0%</td>
<td>New Person</td>
</tr>
<tr>
<td>Port Commercial Appraiser</td>
<td>Harbor</td>
<td>116,548</td>
<td>1.1%</td>
<td>NI</td>
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<tr>
<td>Senior Port Leasing Officer</td>
<td>Harbor</td>
<td>116,548</td>
<td>2.0%</td>
<td>NI</td>
</tr>
<tr>
<td>Water Operator</td>
<td>Harbor</td>
<td>115,271</td>
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<tr>
<td>Administrative Officer</td>
<td>City Clerk</td>
<td>115,265</td>
<td>0.0%</td>
<td>Vacant</td>
</tr>
<tr>
<td>City Clerk</td>
<td>City Clerk</td>
<td>115,265</td>
<td>0.0%</td>
<td>Vacant</td>
</tr>
<tr>
<td>Deputy City Attorney (3 Positions)</td>
<td>Law</td>
<td>114,227</td>
<td>0.0%</td>
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</tr>
<tr>
<td>Deputy City Auditor</td>
<td>Law</td>
<td>114,227</td>
<td>0.0%</td>
<td>New Person</td>
</tr>
<tr>
<td>Manager-Workers Compensation</td>
<td>Law</td>
<td>114,227</td>
<td>0.0%</td>
<td>New Person</td>
</tr>
<tr>
<td>Office Systems Analyst III</td>
<td>Harbor</td>
<td>114,227</td>
<td>0.0%</td>
<td>New Person</td>
</tr>
<tr>
<td>Capital Projects Coordinator IV</td>
<td>Harbor</td>
<td>113,822</td>
<td>0.0%</td>
<td>NI</td>
</tr>
<tr>
<td>Office Systems Analyst III</td>
<td>Harbor</td>
<td>113,708</td>
<td>2.0%</td>
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<tr>
<td>Deputy City Auditor (1 Position)</td>
<td>Harbor</td>
<td>113,708</td>
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<td>NI</td>
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<tr>
<td>Deputy City Auditor (2 Positions)</td>
<td>Law</td>
<td>113,708</td>
<td>2.0%</td>
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</tr>
<tr>
<td>Deputy City Auditor</td>
<td>Law</td>
<td>113,597</td>
<td>3.0%</td>
<td>Salary Adjustment</td>
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</tbody>
</table>
### Long Beach City Salaries – $100,000 Club

#### City Manager Departments – Public Safety

<table>
<thead>
<tr>
<th>Position</th>
<th>Department</th>
<th>Aug. 1 Salary</th>
<th>Wage Range</th>
<th>Aug. 1 Percent Change</th>
<th>Reason</th>
</tr>
</thead>
<tbody>
<tr>
<td>Firefighter (2 Positions)</td>
<td>Fire</td>
<td>99,665</td>
<td>5.6%</td>
<td></td>
<td>New Person</td>
</tr>
<tr>
<td>Firefighter</td>
<td>Fire</td>
<td>99,637</td>
<td>8.2%</td>
<td></td>
<td>New Person</td>
</tr>
<tr>
<td>Marine Safety Sergeant-Boat Operator</td>
<td>Fire</td>
<td>99,523</td>
<td>0.0%</td>
<td></td>
<td>New Person</td>
</tr>
<tr>
<td>Firefighter (11 Positions)</td>
<td>Fire</td>
<td>98,223</td>
<td>5.7%</td>
<td></td>
<td>New Person</td>
</tr>
<tr>
<td>Marine Safety Sergeant-Boat Operator</td>
<td>Fire</td>
<td>97,724</td>
<td>4.6%</td>
<td></td>
<td>New Person</td>
</tr>
<tr>
<td>Police Officer (24 Positions)</td>
<td>Police</td>
<td>97,346</td>
<td>8.0%</td>
<td></td>
<td>New Person</td>
</tr>
<tr>
<td>Marine Safety Sgt-Boat Operator (6 Positions)</td>
<td>Fire</td>
<td>96,524</td>
<td>0.0%</td>
<td></td>
<td>New Person</td>
</tr>
<tr>
<td>Plan-Check-Prevention II</td>
<td>Fire</td>
<td>95,821</td>
<td>-14.7%</td>
<td></td>
<td>New Person</td>
</tr>
<tr>
<td>Firefighter (2 Positions)</td>
<td>Fire</td>
<td>94,821</td>
<td>5.8%</td>
<td></td>
<td>New Person</td>
</tr>
<tr>
<td>Police Officer (30 Positions)</td>
<td>Police</td>
<td>94,863</td>
<td>8.1%</td>
<td></td>
<td>New Person</td>
</tr>
<tr>
<td>Firefighter (4 Positions)</td>
<td>Fire</td>
<td>94,095</td>
<td>0.0%</td>
<td></td>
<td>New Person</td>
</tr>
<tr>
<td>Police Officer (15 Positions)</td>
<td>Police</td>
<td>93,830</td>
<td>-11.8%</td>
<td></td>
<td>New Person</td>
</tr>
<tr>
<td>Administrative Analyst III</td>
<td>Police</td>
<td>92,719</td>
<td>2.0%</td>
<td></td>
<td>New Person</td>
</tr>
<tr>
<td>Forensic Specialist Police</td>
<td>Police</td>
<td>92,719</td>
<td>0.8%</td>
<td></td>
<td>New Person</td>
</tr>
<tr>
<td>Administrative Analyst III</td>
<td>Police</td>
<td>92,719</td>
<td>2.0%</td>
<td></td>
<td>New Person</td>
</tr>
<tr>
<td>Firefighter (4 Positions)</td>
<td>Fire</td>
<td>91,626</td>
<td>0.0%</td>
<td></td>
<td>New Person</td>
</tr>
<tr>
<td>Police Officer (10 Positions)</td>
<td>Police</td>
<td>90,157</td>
<td>-4.9%</td>
<td></td>
<td>New Person</td>
</tr>
</tbody>
</table>

#### Non-City Manager Departments – Non-Public Safety

<table>
<thead>
<tr>
<th>Position</th>
<th>Department</th>
<th>Aug. 1 Salary</th>
<th>Wage Range</th>
<th>Aug. 1 Percent Change</th>
<th>Reason</th>
</tr>
</thead>
<tbody>
<tr>
<td>Firefighter (2 Positions)</td>
<td>Fire</td>
<td>99,665</td>
<td>5.6%</td>
<td></td>
<td>New Person</td>
</tr>
<tr>
<td>Firefighter</td>
<td>Fire</td>
<td>99,637</td>
<td>8.2%</td>
<td></td>
<td>New Person</td>
</tr>
<tr>
<td>Marine Safety Sergeant-Boat Operator</td>
<td>Fire</td>
<td>99,523</td>
<td>0.0%</td>
<td></td>
<td>New Person</td>
</tr>
<tr>
<td>Firefighter (11 Positions)</td>
<td>Fire</td>
<td>98,223</td>
<td>5.7%</td>
<td></td>
<td>New Person</td>
</tr>
<tr>
<td>Marine Safety Sergeant-Boat Operator</td>
<td>Fire</td>
<td>97,724</td>
<td>4.6%</td>
<td></td>
<td>New Person</td>
</tr>
<tr>
<td>Police Officer (24 Positions)</td>
<td>Police</td>
<td>97,346</td>
<td>8.0%</td>
<td></td>
<td>New Person</td>
</tr>
<tr>
<td>Marine Safety Sgt-Boat Operator (6 Positions)</td>
<td>Fire</td>
<td>96,524</td>
<td>0.0%</td>
<td></td>
<td>New Person</td>
</tr>
<tr>
<td>Plan-Check-Prevention II</td>
<td>Fire</td>
<td>95,821</td>
<td>-14.7%</td>
<td></td>
<td>New Person</td>
</tr>
<tr>
<td>Firefighter (2 Positions)</td>
<td>Fire</td>
<td>94,821</td>
<td>5.8%</td>
<td></td>
<td>New Person</td>
</tr>
<tr>
<td>Police Officer (30 Positions)</td>
<td>Police</td>
<td>94,863</td>
<td>8.1%</td>
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<td>New Person</td>
</tr>
<tr>
<td>Firefighter (4 Positions)</td>
<td>Fire</td>
<td>94,095</td>
<td>0.0%</td>
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<td>New Person</td>
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<tr>
<td>Police Officer (15 Positions)</td>
<td>Police</td>
<td>93,830</td>
<td>-11.8%</td>
<td></td>
<td>New Person</td>
</tr>
<tr>
<td>Administrative Analyst III</td>
<td>Police</td>
<td>92,719</td>
<td>2.0%</td>
<td></td>
<td>New Person</td>
</tr>
<tr>
<td>Forensic Specialist Police</td>
<td>Police</td>
<td>92,719</td>
<td>0.8%</td>
<td></td>
<td>New Person</td>
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<tr>
<td>Administrative Analyst III</td>
<td>Police</td>
<td>92,719</td>
<td>2.0%</td>
<td></td>
<td>New Person</td>
</tr>
<tr>
<td>Firefighter (4 Positions)</td>
<td>Fire</td>
<td>91,626</td>
<td>0.0%</td>
<td></td>
<td>New Person</td>
</tr>
<tr>
<td>Police Officer (10 Positions)</td>
<td>Police</td>
<td>90,157</td>
<td>-4.9%</td>
<td></td>
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</tbody>
</table>

### Long Beach City Salaries – $90,000-$99,999 Base Salary

#### Double asterisk indicates management position

<table>
<thead>
<tr>
<th>Position</th>
<th>Department</th>
<th>Aug. 1 Salary</th>
<th>Aug. 1 Percent Change</th>
<th>Reason</th>
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</thead>
<tbody>
<tr>
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<td>0.0%</td>
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<td></td>
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<tr>
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<td>Police</td>
<td>92,719</td>
<td>2.0%</td>
<td></td>
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<tr>
<td>Forensic Specialist Police</td>
<td>Police</td>
<td>92,719</td>
<td>0.8%</td>
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<tr>
<td>Administrative Analyst III</td>
<td>Police</td>
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<td>2.0%</td>
<td></td>
</tr>
<tr>
<td>Firefighter (4 Positions)</td>
<td>Fire</td>
<td>91,626</td>
<td>0.0%</td>
<td></td>
</tr>
<tr>
<td>Police Officer (10 Positions)</td>
<td>Police</td>
<td>90,157</td>
<td>-4.9%</td>
<td></td>
</tr>
</tbody>
</table>
We empower our exceptional people

and

maintain an unwavering commitment to safety

and

work diligently to protect the environment

and

support our communities

and

aim to achieve the extraordinary

Tesoro is now Andeavor. We remain committed to being a valued member of this community. Learn more at andeavor.com