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\$100,000 Club: 34% Of Full-Time City Employees

43 Personnel Exceed \$200,000 In Base Salary; Pensions Push Unfunded Liabilities To \$1.5 Billion

By **GEORGE ECONOMIDES**
PUBLISHER

One in three full-time city employees earn a base salary of \$100,000 or more, according to August 1 payroll data provided to the Business Journal by the City of Long Beach. In real numbers, that's 1,515 of the city's 4,429 full-time employees. The city also employs more than 1,000 part-time workers.

The majority of employees receiving a six-figure base salary (975) are police officers, firefighters and others associated with public safety. And 43 city employees have cracked the \$200,000 mark, as shown by position in the chart at far right.

Nearly all city employee salaries are increasing with the new budget year, as raises tied to union contracts go into effect October 1.

The Business Journal began examining city employee salaries in 1998, coining the term "\$100,000 Club" for public sector salaries. Then, 10 years ago, the city manager's office offered to work with the Business Journal to ensure that accurate and current information was being presented. At that time, as shown in the adjacent chart, the "club" included 579 employees, which represented about 12% of full-time city workers.

All of the salary/employee data, (Please Continue To Page 29)

Membership In The Long Beach \$100,000 Club	
Year	# Of City Employees
2018	1,515
2017	1,462
2016	1,151
2015	1,119
2014	1,048
2013	921
2012	862
2011	593
2010	574
2009	579

Source: City of Long Beach.
Accurate as of August 1
paychecks each year.

GOING GREEN

Local Restaurateurs Navigate Expanded Polystyrene Ordinance

By **BRANDON RICHARDSON**
SENIOR WRITER

In April, the Long Beach City Council approved an ordinance that prohibits the use of expanded polystyrene (EPS) products – commonly known as Styrofoam – in the city. Throughout the ordinance process, some small business owners argued that the success of a restaurant can come down to dollars, even pennies, and that the added expense of alternative products could hurt them. Now that the ordinance is being phased in over the next year, owners are busy researching products and applying for the city's in-

centive for early adopters of the regulation.

"I think we, as humans, have (Please Continue To Page 16)

**Local
Corporations
Discuss
Sustainable
Efforts**
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Harbor Department Budget: Port Of Long Beach No. 1 Among U.S. Ports In Capital Improvement Investments

By **SAMANTHA MEHLINGER**
EDITOR

Nearly 80% of the Fiscal Year 2019 budget for the Long Beach Harbor Department, which operates the Port of Long Beach, is dedicated to capital improvement projects. As the city's budgeting process moves forward, the port looks toward a year full of monumental capital project milestones: the opening of the port's new headquarters at the Long Beach Civic Center, the comple-

Highest Paid Long Beach City Employees

Position	Department	Base Salary As Of August 1, 2018
Chief Executive-Harbor	Harbor	\$351,201
Assistant Executive Director-Harbor	Harbor	296,013
City Attorney	Law	294,012
General Manager-Water	Water	278,460
City Manager	City Manager	271,387
Assistant City Manager	City Manager	257,188
Capital Programs Executive	Harbor	255,466
Chief of Police	Police	252,494
Fire Chief	Fire	249,618
Assistant City Attorney	Law	245,433
Managing Director	Harbor	241,032
Managing Director (3 positions)	Harbor	236,217
Assistant General Manager-Water	Water	235,158
Managing Director (2 positions)	Harbor	230,289
City Prosecutor	City Prosecutor	229,974
Assistant City Attorney	Law	228,636
Director of Public Works	Public Works	227,620
Deputy Chief of Police (3 positions)	Police	224,762
Director of Long Beach Airport	Airport	221,577
Director of Development Services	Development Services	220,999
Director of Financial Management	Financial Management	220,953
Director of Human Resources	Human Resources	220,949
Director of Health & Human Services	Health & Human Services	220,692
Assistant General Manager-Water	Water	219,999
City Auditor	City Auditor	218,756
Director of Parks, Recreation & Marine	Parks, Recreation & Marine	218,501
Director-Disaster Preparedness/Emerg Comm	Disaster Preparedness	216,403
Director-Long Beach Gas & Oil	Energy Resources	213,281
Deputy Fire Chief (3 positions)	Fire	209,518
Director of Library Services	Library Services	209,138
Director of Economic Development	Economic Development	208,082
Deputy General Manager-Engineering	Water	207,059
Director of Technology Services	Technology Services	204,999
Deputy City Manager	City Manager	204,002
Deputy Director/City Engineer	Public Works	203,000
Executive Director-Civil Service	Civil Service	201,209

Source: City of Long Beach. According to the Long Beach City Charter, the Long Beach City Council has complete authority over salaries: "Each officer and each employee shall receive such compensation for services as may be prescribed by resolution of the City Council or duly fixed by resolution of the Commission having jurisdiction under this Charter. The salaries or compensation proposed to be fixed by such commission shall be subject to the prior approval of the City Council by resolution."

utive Director Mario Cordero and the Business Journal. "We want to make sure that we are staying ahead of the competition by investing in our port." (Please Continue To Page xx)

Health Care Quarterly

- New Cancer Study Led By Local Oncologist A 'Game-Changer'
 - Local Emergency Rooms
 - Community Hospital CEO Discusses Plans For Reopening
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MILLENNIAL PULSE

In Pursuit Of The American Dream

By Editor Samantha Mehlinger

When I first began working at the Business Journal, I was still living in my parents' house. As I began earning more and saving, I started shopping around for apartments, but realized I'd have to pay half my monthly income to afford a place by my-

self. As the years went by and my income increased, rents increased concurrently. I felt like I couldn't catch up. And I didn't. Knowing that the trend would continue, I bit the bullet on a place out of my budget range, hop- (Please Continue To Page 6)

PortSide Keeping Up With The Port Of Long Beach

For Lincoln Lo, a deputy chief harbor engineer in the port's construction management division, construction is a family vocation. "My family has been in the construction industry for the past two generations," he said. "My grandpa and my dad were general contractors in Hong Kong. It kind of runs in the family." Born and raised in Hong Kong, Lo immigrated to the United States when he was 11. He explained that, in 1997, mainland China gained governance over Hong Kong, which was previously under British sovereignty. "During that time, a lot of people in Hong Kong were afraid of what would happen under the switch. Since my mom had relatives in Los Angeles, my parents decided to move our family there." Lo worked for the City of Long Beach for three years before joining the port, where he is currently responsible for multiple developments. He is the project manager for the port's headquarters at the new Long Beach Civic Center and is also overseeing the replacement of a mooring bollard, which allows ships to dock at Pier G. "I'm also working with the internal construction management software development team on enhancements to the software we use for the entire division," Lo said. Lo has received Leadership in Energy and Environmental Design (LEED) accreditation, which allows him to oversee projects built to attain that environmental standard. He is going to be managing the Pier B on-dock rail improvements, which are still in the initial phases.

— Article and Photograph by Staff Writer Anne Artley



Inspire Global, Inc., a human resources consulting firm, recently opened its central office in Downtown Long Beach at 120 E. 3rd St., Suite 205. CEO Ryan Giffen, who has a Ph.D. in hospitality management, said he was drawn to the city because of its thriving hospitality industry. Inspire provides services relating to developing workplace culture, managing employee relations and training new hires. Giffen said he is focusing on companies with 50 to 500 employees. "I saw something missing in the market for this range," he said. According to Giffen, each company requires a unique method for its business practices. "In hiring, termination, even in training, there's no identical situation because you're dealing with humans." (Photograph by the Business Journal's Anne Artley)



Cuppa Cuppa Artisan Coffee Bar, located on 455 E. Ocean Blvd., is expanding its breakfast selections and adding a lunch menu. The café is hosting launch events on August 25, providing free samples of the new breakfast items from 9-10:30 a.m. and lunch items from 11:30 a.m. to 1 p.m. Owner Radhika Chougule said customers' suggestions inspired the additions. "People were demanding it. Long Beach people are foodies," she said. Cuppa Cuppa currently offers a wide range of coffee styles, including espresso, latte, nitro coldbrew and cappuccino. Chougule and her husband Raj, also a co-owner, moved to the area five years ago and opened Cuppa Cuppa three years later. "When we moved here, we loved the culture and wanted to start a business," Raj said. (Photograph by the Business Journal's Anne Artley)

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Photograph at Shoreline Village by the Business Journal's Pat Flynn

Councilmember Jeannine Pearce 2nd District

■ By SAMANTHA MEHLINGER, EDITOR

LBBJ: Do you feel business owners in your council district are happy with the direction the city is going?

Pearce: I definitely feel like businesses in my council district are happy with the direction it's going. From downtown to 10th Street, 4th Street, Broadway, we have been intentional about delivering on progress for every part of our business community. We have made sure that we are investing in our BIDs [business improvement districts]. We have made sure that businesses have a seat at the table when it comes to every discussion. In the beginning of my term, we launched the conditional use permit study and hired an outside consultant to work on that. Our business owners throughout the district have been involved in that process, and that's coming back to council in September after a lot of thought. We have also . . . been working on an entertainment overhaul to reduce costs, so [businesses] can open their doors to live entertainment more frequently. For places like on the Promenade and here at Shoreline Village, making sure that we are opening them up to busking, where people can come out and perform and create another layer of culture in our city. I feel overall the business community is really happy with the direction that we're going.

LBBJ: In your two years on the city council, how have you worked to build relationships with businesses in your district?

Pearce: I started with a transition team as soon as I was elected. On that transition team I had several business owners, from big businesses to small businesses. They have been a part of my advisory team every step of the way. I call them before items come up. I coordinate meetings with them. Every [city council] item that I have led, I have done after having coalition meetings with partners. A lot of them have my cell phone [number] and call me with any issue that comes up. . . .

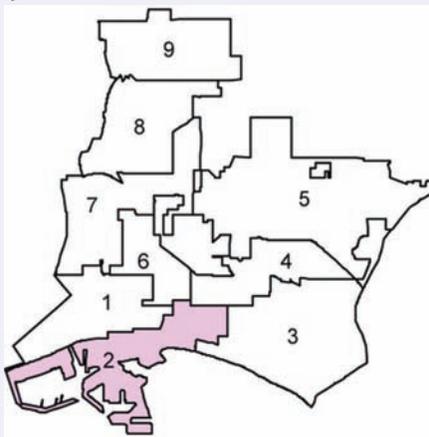
In between Cherry and Alamitos [on 4th Street] is the next business corridor I am going to focus on. . . . Working with those businesses, the first step was a public safety meeting. The second step is we are going to be coming together every other month to put together a neighborhood street cleanup. We are doing power washing. Then we're going to start having meetings about what kind of BID they want to be a part of. Do they want to be their own BID? Do they want to join the DLBA or Retro Row? Having that ownership on 4th Street is going to completely change that block, so that when you're coming down the street you don't have that gap where you feel like it has been abandoned.

Any time we have a new business open up, I connect them with PD [the Long Beach Police Department] so they can go out and do a CPTED [crime prevention through environmental design] review. CPTED is where PD will come out and do an evaluation of how to deter crime. . . . Yesterday we put in a request for Bixby Park. We have had a lot of issues there. Obviously, the businesses around there are impacted by that as well.

LBBJ: What are businesses in your district telling you are their biggest challenges?

Pearce: My district is very diverse, from downtown to 10th Street. In downtown, our businesses want to talk about branding as an entertainment area. . . . Now that we have had such transformation in downtown, people feel more comfortable doing big events. That's one of our challenges – how do we balance out those events with the regular business that we have? . . . None of us want to see the entertainment part go away, but we need to be sure we are doing it in a way that respects those who are here, both downtown residents and businesses. In our downtown, that is the biggest challenge.

On 10th Street and 4th Street, it's public safety. It's making sure people know there are businesses there and open. Retro Row, the biggest challenge we've seen there is the rents are increasing. . . . We had both the owner of inretrospect and the owner of Portfolio [Cof-



feehouse] in the same six-month period have their rent increase significantly, upwards of 20%. Those types of rent increases for small business owners when they are already dealing with the changes in the market are a death sentence. . . . One of the questions we are going to be asking coming up is, how are we balancing, especially in BIDs, to protect Long Beach businesses? It's not to say that we don't want to have new investment or new ideas. We are going to get a lot more of that because of the success of the city. How do we balance that and protect those people [who] are volunteers whenever they step out of their store?

LBBJ: As the elected representative in your district, what steps have you taken to make Long Beach business friendly?

Pearce: On 4th Street, I am really proud because the things we have done there have been around safety. People always crossed the street

on 4th Street before we had a crosswalk, so we partnered with Luis [Navarro, owner of Lola's Mexican Cuisine and The Social List] to pull together funds to put the crosswalk in. The [new] festoon lighting is something the businesses have wanted for 10 years. It's branding and celebrating those areas. With Broadway, it's the same thing. The Broadway plan is a big deal. It's going to completely change the face of that street, and it has been important for those businesses because parking is so impacted. . . . I have also added 132 [parking] spots in that area. The businesses there will tell you they have noticed a difference.

Also, making sure that everybody's voice is heard and that they have a seat at the table. When the [city] did the polystyrene ordinance, we sat down with every business that we could. . . . Most cities don't work like that.

We have supported the port. Eighty percent of the port is in my district. Making sure that we are working not only to green our port but that we are doing it with an eye towards growing. I am really happy our port is seeing outstanding numbers like never before. The fact that we are going to have the largest Tidelands [Fund] transfer is a huge sign of how great our port is doing while being the greenest in the nation. It sends a great message around greening and business. . . .

The big things on my agenda moving forward are small business retention and community choice aggregation, which is something we as a city need to start talking about it. It's our choice on where we get our energy. Are we using solar? Are we using wind? Where does that energy come from? Are there incentive programs? How do we get small businesses to get solar? Anything we can do to reduce the costs for businesses while cleaning up our environment is a no brainer.

LBBJ: What sorts of businesses do you feel your district has a need for, and do you have a plan to attract such businesses?

Pearce: We've got great restaurants. I would like to see our local restaurants [incorporated] in some of our downtown big businesses. We have got the American Life hotel that is coming up on Ocean [Boulevard] and Pine [Avenue]. One of the agreements with them when we gave that approval was that if they had a local restaurant as their restaurant they would get a pass on some other things. Incentivizing hiring our local folks is really important, because we know when we have local restaurateurs they treat their workers with dignity and respect and they pay them well; they have health insurance. The other businesses I'd like to see in my district are creative businesses. . . . My pie in the sky [goal] is that we have some type of science center in the 2nd District by the end of my second term.

LBBJ: Is there anything you would like to add?

Pearce: The increase of walkability in the Broadway project is what's going to help those businesses even more. We also have a lot of open storefronts on Broadway, so now that we are fully staffed, one of the goals is going to be to help fill those but to do it with an eye to keeping the character of Broadway. ■

Articles and photographs by Staff Writer Anne Artley



Long Beach Beer Lab

Long Beach Beer Lab co-owners and married couple Harmony Sage and Levi Fried started brewing beer when they lived in Israel, where Levi was attending medical school. “There wasn’t any good beer there,” Harmony Sage Fried said. “We were just brewing it to drink ourselves.” After attempting to open a brewery in Israel, the couple decided to return to Long Beach, Levi’s hometown, to grow their business here. “Our business didn’t make sense there because Israelis don’t drink a lot of beer,” Fried said. The brewery held its grand opening last October. One of their bestsellers, “Milk the Mustache,” is a “tart, farmhouse beer,” described Sage Fried. She added that, “For a limited time, we’re going to have different variations: some with plums, a tropical one with guava and passionfruit, one with hops and one with blueberries. We also made one with cherries but haven’t released it yet.” In keeping with the theme of fermentation, the beer lab also features sourdough bread made onsite. “We have sourdough pizza and salads from local farmers markets. All of our produce and toppings are seasonal.” Fried likened the brewery to an “old school tavern,” that serves as a community gathering place. “My favorite thing is when people, who’ve lived on the same block for 10 years who have never met each other, meet at our bar,” she said. Long Beach Beer Lab is located at 518 W. Willow St. For more information, call 562/350-4821 or visit lbbeer.com.

The War House

The War House, a shop that specializes in board games and gaming supplies, started out of a garage. “I’m a board gamer,” owner Steven Luckey explained. “I had a job with a [gaming] club that sponsored events. Then the company went bankrupt. It had merchandise like I have in the shop now: boxed games and board games.” Luckey and two business partners started selling the leftover games to hobby shops and continued the enterprise as wholesalers. They were operating out of a garage when fantasy tabletop game Dungeons & Dragons (D&D) was released in 1974. “We started selling [D&D] by the hundreds,” Luckey said. Luckey and his then-business partners realized that the space wasn’t large enough to keep up with the demand. By 1976, they had opened their own store at its current location. The War House hosts weekly gaming events for kids in the neighborhood, where they play classics like Monopoly and card games such as Pokémon and Magic: The Gathering. For gamers over the age of 14, Luckey holds sessions for role-playing games like Dungeons & Dragons and Pathfinder. The War House sells gaming accessories like dice and poker supplies, as well as a range of other products. These include historical books and model planes and vehicles. It also features a wide selection of colorless, medieval figurines and paint sets to customize them. The War House is located at 630 W. Willow St. For more information, call 562/424-3180 or visit thewarhouselongbeach.com.



Joe’s Fountains & Plants

Growing up in Tijuana, Mexico, Jose Mendoza, Jr. learned the art of ceramics from the owner of a place his family rented. “He used to make figurines and piggy banks,” Mendoza recalled. Four of his cousins continued the practice; one of them constructs the fountains that Mendoza sells at his business, Joe’s Fountains & Plants. “My cousin has made fountains since 1965,” Mendoza said. “We immigrated here, and he kept [making fountains]. I was too young; I was 11 years old, I had to go to school. But he made a living out of it. He’s [now] 75 years old.” Joe’s Fountains also sells fruit trees and houseplants, as well as Christmas trees and Halloween pumpkins. Other ceramic yard décor sold at the shop includes statues of icons such as the Virgin Mary and Michelangelo’s David. Mendoza paints the fountains and statues to his customers’ specifications, a process he compared to creating an oil painting. “We mix colors. It’s never the same,” he explained. “When you make one color, you put in a drop of this and a drop of that.” Mendoza also installs the fountains, an aspect of the business he finds challenging. “Sometimes people will say, ‘There’s only two steps,’ and it’s more like 15,” he said. “You’ve got to bring things down that weigh 200 to 300 pounds and be careful not to damage the stairs.” Joe’s Fountains & Plants is located at 701 W. Willow St. For more information, call 562/427-7548 or visit joes-fountains.business.site.

Small Business Dollars & Sense

Beyond The Cap Toss: Six Tips To Prepare Your Graduate For Financial Success



By NATASHA MATA

The back to school season is a good time for small business owners to discuss the financial responsibilities of college with their kids. From the start, it is important for families to make their children aware of the costs of college and involve them in some significant way in managing those costs – even more so if the plan is to pass on the family business to future generations. Did you know that according to the Federal Reserve, outstanding student debt reached \$1.521 trillion in the first quarter of 2018?

Nearly 45% of households under the age of 35 have student loan debt, with the typical debt burden reaching \$18,500 in 2016.

Since paying for an education is one of the largest financial events for students and families, it’s helpful for parents to support children in their understanding of money management – because the college years will test that financial knowledge. Families should stay connected and be engaged with the planning and investment required to earn a college degree.

Below are six suggested tips for small business owners to help their soon-to-be college students establish good money management habits:

Set a realistic budget – Whether your college student plans to have a part-time job, is tapping into financial aid, or will get off parental support during their college years, a

budget will help them decide in advance how their money should be spent – and help discourage negative financial behaviors.

Commit to a monthly savings goal – You know the old adage “pay yourself first?” It’s a habit that’s never too early to start. Setting a monthly savings goal during the college years – when student income varies and tuition costs loom overhead – is a crucial best practice.

Monitoring spending – You may think you know where your money goes each month, but the truth is, many people grossly underestimate their spending, and busy students aren’t immune from that. It’s important for teens to get in the habit of monitoring their bank accounts and credit cards for fraud, available balances and spending.

Get financially engaged – Encourage students to keep their finances in shape by tapping into the mobile and online interactive tools and resources available to them.

Know your credit score – Your credit score plays a critical role in your ability to get a loan or credit card, and yet only 45% of college students know their score, according to Equifax.

Commit to regular financial check-ins – Once your college student has their budget, savings goals, and general financial plan in order, encourage them to set aside time for a regular financial check – ins with their parents. Getting in the habit of doing this early and often will help promote responsible spending and saving practices, and lay the groundwork for future financial success.

Let’s face it, students in college typically channel their focus on academic studies, socializing, athletics, and of course, pizza. These take precedent over saving money, debt management, the wise use of credit, and pretty much anything having to do with budgeting or finances. Including our children in the financial discussion of managing their money early on, will enable them to concentrate on managing their finances, while you can focus on running your business.

(Natasha Mata, a 23-year veteran of Wells Fargo, is region bank president of the greater Central Los Angeles Area, which includes Long Beach and some North Orange County cities.)

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(Continued From Page 1)

ing that, if I got into the rental market, I might be able to get ahead of the curve. Or, more accurately, catch up to it.

When I began here as a staff writer in 2013, I was given the real estate beat. I soon learned that prices for single-family homes in Long Beach were increasing rapidly as the economy regained its footing from the Great Recession. But prices were still well below record highs, and interest rates were low. Although I didn't have the budget for it, I knew that, in practicality, it was a good time to buy. But, like many Millennials, I didn't have the savings at the time.

Over the years I've often interviewed Robert Kleinhenz, a Long Beach local and economist with Los Angeles-based Beacon Economics, about real estate. In 2014 and 2015, he observed that Millennials still weren't forming their own households – i.e., moving out – in the numbers you'd normally expect 20 to 30-somethings to do. In 2016, he told me it was starting to happen. And, over the past two years, it finally has – just as California housing affordability hit its lowest level in 10 years. According to the California Association of REALTORS®, only 26% of Californians can afford to buy a median-priced, single-family home.

Housing affordability for Millennials is complicated by a number of factors. Those who are college educated are often saddled with student debt. Many entered the workforce late due to the recession, and are making less money than former generations did at the same stage in life. To that last point, a study of the Federal

Reserve Board of Governor's Survey of Consumer Finances – which surveys around 6,500 people – found that "Millennial net wealth is half as much as Baby Boomers when they were young adults" and that "wages have also declined 20 percent for today's young workers."

The study by the nonprofit Young Invincibles found an 8% decline in homeownership when comparing today's Millennials aged 25 to 35 to Baby Boomers' home ownership rate at the same age. Among Millennials without college degrees, the gap increases to 10%.

To get a feel for the real experiences Millennials are dealing with, I put out a request for comments to my Facebook friends, mostly Millennials, and received responses representing a breadth of demographics – although all of them are college educated. Here are a few, most of which are from people I haven't heard from in years, I should add. I guess this topic really hit home.

A married high school classmate who lives in Tustin lamented that not only has she been unable to buy a home, but she and her husband have also postponed having children due to the cost of living in California. "One of the reasons we haven't had kids is because we are still living in an apartment and barely affording it as it is," she wrote. "We daydream about moving out of state purely so that we can find affordable housing."

A college classmate of mine said that she moved back in to her parents' home in Riverside after graduating so she could afford to obtain a master's degree. "I have now been living with my Dad basically

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rent free for five years and still haven't been able to save enough to put a reasonable down payment on a house," she said. "And that's not because I'm spending all my money on avocado toast. I put almost half of my income toward savings each month, but I started with no savings because of school."

She continued, "Despite what many Boomers think, the economic climate today is just not comparable to the one they had. I'm not lazy. I was an A-student. I have a master's degree. I paid off that degree by teaching for the university while I took classes and lived rent free at home. . . . I currently work two jobs trying to get my career off the ground. . . . Despite all of this, I am priced out of the housing

market. So if I, an educated, debt-free, responsible, career-driven 27-year-old can't afford a home, is it really a surprise Millennials are enraged by this topic?"

A married Long Beach mother responded that her family shopped to buy a home in the Long Beach area for the past year before finally giving up and moving into a rented apartment off of Retro Row. "A lot of all cash investors out there are snatching up houses," she noted.

Student loans are still an issue for some. "I am finally moving tomorrow, after 2.5 years of living with my parents. I could not afford to move out of my house because my debt payments were 35% of my post-tax income, and I had been trying to kill off some of those payments, which would not have

been possible if I had begun paying rent," a sorority sister of mine recounted.

Renters who live with roommates generally reported that they were paying only one-third of their monthly incomes toward rent – a widely accepted benchmark for affordable rent. However, single respondents living in Southern California reported paying about half their income toward rent. Those in the Bay Area clearly have it much worse.

Another sorority sister, this one who currently lives out of state, had a housing secret to share. "My friend is illegally subletting my studio in San Francisco because it's rent-controlled, and basically I'd be priced out if I didn't hold onto it if we decide to move back in a few years," she said. The "we" in the picture includes her

fiancé. Referring to the San Francisco apartment, she said, "When I first moved in, 44% of my take-home pay went to covering just rent . . . in the worst neighborhood in terms of crime, poverty, etc. in the city. I still consider that place a 'steal' compared to prices in surrounding neighborhoods, and because it literally stole any money I could have put toward retirement."

Two married couples were able to afford to buy homes only because they purchased out of state – one in Nevada, the other in Washington.

These are all college-educated, employed Millennials. If it's this hard for them to afford to break into the housing market, just imagine what it's like for everyone else. I'm sure many of you don't have to. ■



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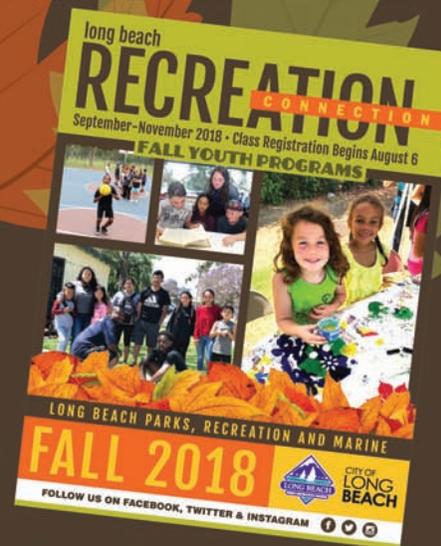
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Phil Jones, managing partner of Long Beach-based Coldwell Banker Coastal Alliance (CBCA), addresses about 300 employees following the announcement that CBCA acquired fellow Long Beach company Main Street Realtors. CBCA now has about 345 sales associates operating under its banner. (Photograph by the Business Journal's Brandon Richardson)

■ By **BRANDON RICHARDSON**
SENIOR WRITER

Coldwell Banker Coastal Alliance Acquires Main Street Realtors

Around 300 employees gathered at the Old Ranch Country Club on August 1 to celebrate Coldwell Banker Coastal Alliance's (CBCA) acquisition of Main Street Realtors, two Long Beach real estate agencies specializing in residential properties. Main Street's 142 sales associates began operating under the Coldwell Banker banner, for a new total of approximately 345 sales associates.

"This idea has been on and off for years, but the final acquisition began coming together in May," Phil Jones, managing partner at CBCA, said. "We finally reached an agreement on terms about the middle of July."

While CBCA technically acquired Main Street, Jones said the move is really more of a merger. Sales associates will continue operating out of Main Street's 244 Redondo Ave. office, and Managing Partner Geoff McIntosh will remain with the company as a broker-associate and consultant. Jones explained that he and McIntosh have been friends for years and have worked together as part of local, state and national realtor associations.

The idea to join forces was first brought up in the mid-1990s, Jones said, adding that CBCA's commission structure was the main obstacle. As part of the acquisition, CBCA transitioned to a 100% commission concept, as opposed to the company taking 10% off the top of sales associate commissions. The company will make its money from franchise fees, monthly subscription fees and other fees associated with a transaction.

"I am so excited to be able to offer vastly

state-of-the-art resources, training and tools to the 142 associates that were Main Street Realtors, positioning them to be more successful, profitable and dynamic in a rapidly evolving real estate industry," McIntosh said.

CBCA has technology platforms related to data and listing information previously unavailable to the former Main Street sales associates. Jones noted that, while the access to technology is beneficial, some agents don't utilize it as much as others. He added that the size, scale and large support staff of the company allows associates to better compete in the marketplace.

The Coldwell Banker network has more than 3,000 offices in 49 countries and territories. CBCA is one of the top 20 Coldwell Banker firms in the United States, Jones said. According to Real Trends magazine, CBCA is one of the top 250 residential real estate firms in the country overall. In 2017, CBCA completed 1,500 transactions

for a total sales volume of \$987 million.

CBCA is offering its new sales associates classes and training to educate them on the new technologies and services available to them through the Coldwell Banker network. Jones added that both he and McIntosh have always promoted similar cultures in the workplace and held strongly to the National Association of Realtors Code of Ethics. The two companies' shared values for high standards of business performance should make for a smooth transition, Jones said.

"We're just very excited about it," Jones said. "Geoff and Jean Shapen [a partner at Main Street] left a wonderful legacy and we are proud to be able to carry on that legacy."

Tenants Announced For 2nd & PCH Retail Center

Construction continues on the 220,000-square-foot 2nd & PCH retail center, which will have around 60 individual tenants once

Realty Views

What Is On The Horizon For Housing?



By **TERRY ROSS**

Over the past few months, many prognosticators in the housing sector have continued to point at the year 2020 as the time frame for the start of another housing recession.

Although no one is venturing to predict that another calamity like the one we saw a decade ago is going to occur, many economists and other real estate industry analysts point to rising home prices and interest rates as the chief culprits that will slow the residential market in less than a year and a half.

Affordability – just like what we saw coming in 2006 – is going to be the issue again, but the severity of the next downturn and whether it is a true housing bubble is something that continues to be up for debate.

While we have seen interest rates rise and affordability go down in many markets during the first half of this year, in many areas housing still is not where it was value-wise 10 years ago.

For instance, only half of all U.S. homes (50.4%) are currently worth as much or more than they were at the peak of the housing bubble, so the recovery has been uneven. When you examine the various price levels of homes, you start to see more uneven returns of value. In the top tier of home prices, 57.1% of homes have met or exceeded their pre-recession values, compared to just 39.7% in the bottom tier. And within various market metros, there is even more diversity in the recovery.

In six major metros, fewer than 10% of homes have recovered all the value lost during the recession: Las Vegas (0.8%), Hartford (3.7%), Orlando (5.4%), Riverside (6.5%), Baltimore (8.7%) and Miami (9.6%). Overall, the median home value in June 2018 was \$217,300, up 8.3% from a year earlier.

Many major markets have seen their pricier homes come back much faster than the bottom-price level of houses. In many of the country's top 50 markets – Atlanta, Boston, Columbus, Indianapolis, Kansas City, Los Angeles and San Francisco – homes valued in the bottom third for their area only recently began making a substantial comeback to pre-recession values. Top-tier homes have been consistently regaining their pre-recession values since at least 2013.

The scarcity of homes for sale is the

driving factor in rising prices. Continuing a years-long trend, the number of U.S. homes for sale in June fell 4.8% to 1.2 million, the 41st month in a row of annual inventory declines. The inventory of homes in the top-value tier dropped 5.4%, while the number of homes for sale in the bottom-value tier fell 3.6%.

According to the ATTOM Data Home Affordability Index, national home price growth is slowing, and wages could be increasing, but there are still several areas where housing costs are putting a squeeze on consumers' wallets. Home prices are at an all-time high in more than half of 112 metropolitan areas with a population of 200,000. On top of that, most U.S. wages were flat until just recently and mortgage rates are on the rise. Combined with a gap between incomes and home prices that is historically wide in certain local markets, these pressures on affordability put certain areas at risk for a housing bubble.

Because of this variance between markets, many experts believe if there is a downturn on the horizon, it will be more regionalized than the Great Recession was in 2008.

Doug Duncan, the chief economist at Fannie Mae notes that the speculative over-building prior to the Great Recession was one of the factors that contributed to the bubble, and he is hopeful that the Federal Reserve can create the atmosphere

for a "soft landing" if there is an upcoming downturn in the economy.

"Delinquency is highly correlated with unemployment. So anytime you have a recession, on a lag basis, you will have a rise in delinquency and foreclosure," Duncan said. "That's a normal cyclical pattern. That's not evidence of a bubble."

Some key statistics by CoreLogic may also indicate that, even if there is a downturn on the horizon, that the market is better prepared than the last time. In comparing 380 metro areas in January 2000, 6% were overvalued while 87% were at value. But by November 2006, 67% were overvalued, and 32% were at value. At the bottom of the market in March 2011, 7% were overvalued, 42% were at value and 52% were undervalued. As of December 2017, there was a more even distribution among the three groups: 33% overvalued, 35% at value and 32% undervalued.

The likely scenarios are endless. Much of what happens in housing will depend on the overall economy as well as jobs, wages and growth in various sectors, so we will have to watch many factors outside of housing completely to determine what will most likely happen.

(Terry Ross, the broker-owner of TR Properties, will answer any questions about today's real estate market. E-mail questions to Realty Views at terryross1@cs.com or call 949/457-4922.)



CenterCal Properties announced seven new tenants for its 220,000-square-foot 2nd & PCH retail center. Tenants includes Free People, Ola Mexican Kitchen, Tocaya Organica, Holly & Hudson, Linne's Boutique, Cotton Blow Dry Bar and Motion Stretch Studio. Twelve more tenants will be announced in the next 30 to 45 days, according to CenterCal. (Rendering courtesy of CenterCal Properties; photograph by the Business Journal's Brandon Richardson)

completed and fully leased, according to developer CenterCal Properties LLC. The following tenants were confirmed by CenterCal on August 10: women's clothing store Free People; Ola Mexican Kitchen; organic fast-casual Mexican restaurant Tocaya Organica; high-end nail lounge and spa Holly & Hudson; women's fashion store Linne's Boutique; makeup and hair salon Cotton Blow Dry Bar; and Motion Stretch Studio. Twelve other leases should be finalized and announced in the next 30 to 45 days, CenterCal added. The developer originally hoped for a grand opening in late summer next year but now plans for an October 2019 opening.

Moffatt & Nichol Purchase New Office In Douglas Park

Long Beach-based engineering consultant firm Moffatt & Nichol closed on the purchase of a 25,000-square foot building at The Terminal at Douglas Park on July 27.

"The main decision was to find a location where folks can walk to lunch and other amenities, and be part of a community, not just a tenant," President and CEO Eric Nichol said in an e-mail to the Business Journal. "The company has been in Long Beach since 1945 so having our own building is a low risk to us - this city is our home. Prior to our existing location [at Kilroy Airport Center], we had our own building on Wardlow Road for over 30 years."

The building is part of phase two of the development, which consists of a pair of two-story, 25,000-square-foot buildings. Long Beach-based Retail Design Collaborative is designing the new space for Mof-

fatt & Nichol. The buildout of the interior is slated to begin in September, with the company moving into its new digs at the end of January, Nichol said.

"Beyond the local amenities and being close to hotels for visiting employees from other offices, the move will improve quality of life for many of our team members," Nichol said. "In conjunction with the Long Beach office move, we are also significantly expanding our Orange County office, and opening a new Los Angeles office to attract even more great engineers and scientists. To be clear, our main office and headquarters will always be in Long Beach."

Marina Pacifica Best Buy Closing Its Doors October 6

Best Buy at Marina Pacifica will be permanently closing its doors on October 6, the Business Journal confirmed on August 1. Sergio Ramirez, deputy director of the Long Beach Economic Development Department, said the city is working with the property management and leasing team to fill the 35,000-square-foot space. "We meet with brokers and other businesses on a regular basis, so we can kind of play matchmaker and link up properties and businesses," Ramirez said. "That's what we're here to do, especially at such a high-profile location." The current development of the 2nd & PCH retail center adjacent to Marina Pacifica should make the Best Buy location more attractive to prospective tenants, Ramirez noted. It has not been determined whether or not the space will be

(Please Continue To Page 10)

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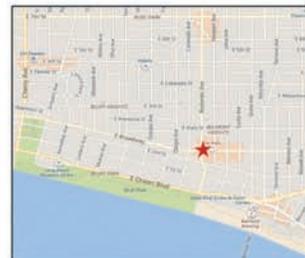
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(Continued From Page 9)

subdivided into smaller spaces, Ramirez said. Best Buy vacating the center is an opportunity for additional entertainment, service and/or food businesses to enter the space, according to Ramirez. The retail location will be marketed at the upcoming conference of the International Council of Shopping Centers in Los Angeles, he added. Best Buy's corporate office did not respond to an inquiry regarding the reason for the closure. Beta Retail, which oversees leasing at the Southeast Long Beach retail center, did not respond to multiple requests for comment regarding future plans for the space.

More Businesses Coming To Long Beach Exchange

Burnham-Ward Properties, developer of the Long Beach Exchange retail center on

the southwest corner of Lakewood Boulevard and Carson Street, recently announced new tenants that will open in the coming months. The following is a list of confirmed new tenants:

- Amorcito, which was previously announced under the moniker Amor Y Tacos, will be the third location for Chef Thomas Ortega. The menu's flavors are inspired by the chef's Mexican roots and includes affordable gourmet dishes, hand-crafted micheladas and fresh aguas frescas.
- Georgia's Restaurant will serve up Southern comfort food, such as chicken and waffles, jambalaya and fried catfish. This will be the concept's second location, with the first located in Anaheim.
- Panini Kabob Grill is an upscale, fast-casual joint serving up Mediterranean-inspired food from scratch. The location will

serve food made from organic, antibiotic- and hormone-free, and all-natural ingredients. Vegetarian and vegan options will be included on the menu.

- SchoolsFirst Credit Union was founded in 1934 in Orange County, with a focus on serving school employees. Today, the company serves more than 823,000 school employees and their families, with savings, loans, and investment, retirement and insurance products.

- The day spa spavia® will open its 31st location at Long Beach Exchange, where it will offer customers an affordable, neighborhood spa experience that promotes personal wellness, local business and giving back to the community. Services include massage, facials, waxing, body wraps, makeup, a spa boutique and more.

- Tastera has an extensive menu of artisan

teas, coffees, smoothies and slushies. According to the company, "the center of the Tastera experience is [its] unique tea bar, where customers can hang out with friends and make some new ones, all while enjoying the most refreshing treat around."

- Temakira, the hand roll shop, serves up sushi in a contemporary setting, with a fusion of Brazilian creative. The concept has three locations in Orange County and expects the Long Beach location to open early next year.

Port Of Los Angeles Unveils Development Opportunity

The Port of Los Angeles Waterfront Commercial Development Group released a prospectus on August 6 for an 87-acre commercial development opportunity at Cabrillo Way Marina in San Pedro. The project site includes land and water located at the southwest corner of Miner and 22nd Streets, including 12 acres of commercial development area and 9.2 acres of landscaped parking that are already entitled. "We are excited to begin the process of bringing the Cabrillo Way Marina development opportunity to the marketplace," Gene Seroka, executive director of the Port of Los Angeles, said. "We look forward to meeting with interested parties, answering questions and receiving input on this unique waterfront development opportunity in the Port of Los Angeles." The Cabrillo Way Marina has 700 slips with a 325-dry-boat storage facility. The port completed \$125 million worth of upgrades to the marina in 2011, which included adding nearly a mile of public waterfront promenade within this development site. The port will release a formal request for qualifications and subsequent request for proposals later this year. The new opportunity is adjacent to the San Pedro Public Market and AltaSea developments, which are already underway and represent more than \$200 million in private investment at the port.

Long Beach Housing Development Slated For Winter Completion

The 131-single-family-home Riverdale development by Brandywine Homes and Integral Communities in Northwest Long Beach is expected to be completed in December, according to Brandywine Principal Dave Barisic. Forty-eight of the homes have been completed and moved into. Already, 120 homes have sold, leaving only 11 on the market. The development offers three floor plans ranging from 1,925 to 2,242 square feet in size. Prices start in the high \$600,000 range. The entrance to the gated community is located at 4747 Daisy Ave.

Regional Apartment Association Removes Executive Director

The Apartment Association, California Southern Cities (AACSC), has removed Johanna Cunningham from the position of executive director and is seeking a replacement, according to Board of Director Vice President Gary DeLong. Senior staff will handle day-to-day operations, DeLong explained, adding that Board President Michael Pollack will step in when additional authority is needed in the interim.

"Due to the recent local rent control effort, as well as efforts at the state level to

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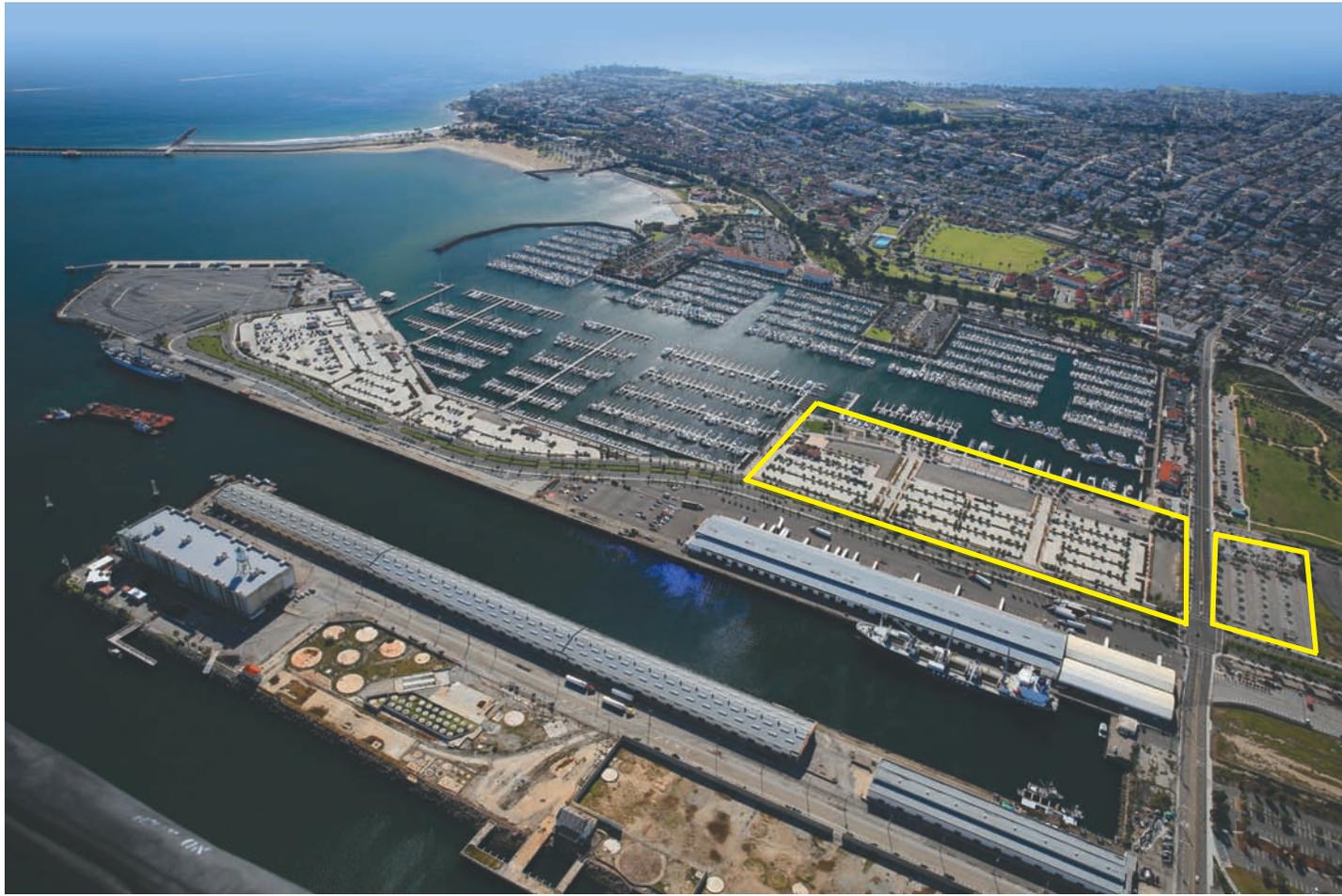
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repeal Costa Hawkins legislation, the AACSC felt it was necessary to make some organizational changes to ensure that we are prepared for the battles that are clearly headed our way,” DeLong stated today in an e-mail response to a Business Journal question. “We will be using an executive search firm to obtain the necessary skill set to meet these oncoming challenges, as well as perform an operational assessment of the organization to see what systemic changes might be needed to improve our effectiveness and become a model for other apartment associations to emulate. We anticipate achieving these goals over the next 90 days. We have a very competent staff at AACSC and expect smooth operations on a continuing basis.”

The membership association is headquartered in Downtown Long Beach and serves 54 cities, stretching from Culver City across to Whittier and down to Seal Beach. It was founded in 1924 to “promote, protect and enhance the rental housing industry and to preserve private property rights.”

Average Multi-Family Rent Reaches All-Time High

The average United States multi-family rent hit an all-time high of \$1,409 in July, according to commercial real estate data firm Yardi Matrix’s recent survey of 127 markets. The report states that year-over-year rent growth in all classes within the Los Angeles Metropolitan Area was 4%, while the national average was 2.8%. The forecasted rent growth for 2018 is 4.3%. The occupancy rate in the L.A. metro area decreased from 96.9% in June 2017 to 96.6% in June of this year, according to the report.



Pictured are the boundaries of an 87-acre commercial development opportunity recently announced by the Port of Los Angeles Waterfront Commercial Development Group. The site is adjacent to the Cabrillo Way Marina in San Pedro. (Photograph courtesy of the Port of Los Angeles)

Lawsuit Against SEASP Has Been Settled

The Los Cerritos Wetlands Land Trust announced August 1 that its lawsuit against the Southeast Area Specific Plan (SEASP) has been settled. The trust filed

its California Environmental Quality Act lawsuit on the grounds that the zoning plan allowed too much density, building height and traffic, as well as wanting “better and more science-based wetlands buffer protection,” the announcement stated. In working with the city, the trust

said there is better clarity as to buffers, protections, and five-story building heights – down from seven stories. The group added that it will continue to advocate for additional wetlands buffers and protections as the matter is taken up by the California Coastal Commission. ■

CITY OF LONG BEACH BID OPPORTUNITIES

TITLE	BID NUMBER	DATE
Annual Contract for Curb Ramps & Related Improv.	R-7125	08/16/2018
Alamitos Tank No. 4 Rehabilitation Project	WD-07-17	08/16/2018
Professional Engineering Design Services for Anaheim Street Corridor Improvements	RFP PW18-107	08/21/2018
Professional Engineering Design Services for Artesia Great Blvd Improvements	RFP PW18-108	08/21/2018
Westside Storm Drain Phase 3	R-6751	08/22/2018
Professional Security Services Specifications	WD-27-18	08/23/2018
Two (2) Dual ADA Restroom Trailers	ITB AP18-129	08/28/2018
Runway Friction Testing Equipment Trailer	ITB AP18-125	08/28/2018
Heartwell Park Central Irrigation Renovation	R-7096	08/30/2018
On-Call Consulting Svcs for Street Design Projects	RFP PW18-106	08/30/2018
Sales, Use, and District Tax Auditing, Projection	RFP FM18-126	09/05/2018
Recovery, and Consulting ServicesTape Products	ITB GO18-128	09/06/2018
Alley Management	ITB PR18-133	09/11/2018
West Seaside Way Storm Drain Project	R-7104	09/19/2018
Qualification and Selection of Peer Reviewers	RFQ DV17-112	Continuous

Some of the listed projects have scheduled mandatory pre-bid meetings which may have already occurred due to publication lead times

Bidder Registration

To receive notifications of bid opportunities, register with the City of Long Beach at www.longbeach.gov/finance/business-info/purchasing-division/purchasing-division/. Additional details on upcoming bids and how to register can be found on the website.

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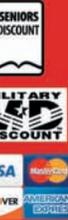
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City Council Places Four Charter Amendments On The November Ballot

■ By **ANNE ARTLEY**
STAFF WRITER

The Long Beach City Council voted unanimously on August 7 to place four out of five proposed amendments to the city charter on the November ballot.

The amendments are as follows:

1. Allow the mayor and city councilmembers to serve three terms instead of two and abolish what's known as the "term limits loophole" for write-in candidates. Currently, the Long Beach City Charter allows the mayor and city councilmembers to serve two full terms in office. Following two terms, they are allowed to run as write-in candidates without term limits.

2. Create a citizen redistricting commission to reconfigure the council districts every 10 years, following the census. As it stands now, the charter allows councilmembers to change the boundaries themselves, according to Long Beach City Attorney Charles Parkin. The amendment was intended to prevent councilmembers from configuring the districts in a way that might support their reelection. The goal is to ensure that communities are fairly represented and that each district has an approximately equal number of residents, according to a report from the city attorney's office. The commission would consist of 13 members and two alternates who reflect the diversity of the city.

3. Authorize the city auditor to conduct performance reviews of any city department, board or commission. City Auditor Laura Doud previously told the Business Journal that the amendment is needed to reflect the services she has already been performing. It also clarifies that her office is authorized to access all city records in order to conduct a thorough audit, unless prohibited by law.

4. Establish an ethics commission of city residents to ensure that government officials are adhering to the ethics laws of Long Beach. City employees and elected officials are ineligible for membership. Commissioner responsibilities would include advising city representatives on issues concerning financial reform and conflicts of interest.

At the request of the city's water commission, councilmembers voted to defer until later the fifth proposed charter amendment, which addresses consolidating the water and gas utilities under a single utilities commission. According to Mayor Robert Garcia, the commission is looking to 2020 to bring the matter to voters because they would like more time to develop the proposal with their staff and the community.

Ninth District Councilmember Rex Richardson spoke to the importance of reworking the council districts to keep distinct communities together. "I think it's shameful for us to acknowledge that we have a community of interest, the Cambodian community, that was divided into four distinct districts when elected officials drew the line," he said. "The right thing to do now is to fix the process that wronged them in the past." Long Beach is home to the largest population of Cambodians outside of Cambodia.

Seventh District Councilmember Roberto Uranga echoed this sentiment. "I'm hopeful that, once we establish this commission, it will view this community as viable and vibrant and give them the opportunity to vote for a representative of their choice." The first new council districts map is slated for adoption before the end of 2021.

Although 3rd District Councilmember Suzie Price said she would vote to place the amendments on the ballot, she is conflicted about extending term limits. "A PTA [Parent-Teacher Association] mom who works like me, who has a full-time job, would never have had the opportunity to run for public office and win if I had been running against an incumbent. It's not something I would've signed up for . . . because everyone knows going up against an incumbent is very difficult."

Fourth District Councilmember Daryl Supernaw stated that, while he shares Price's stance on term limits, he "places a great deal of faith in voters" to shape the future of their community. ■

Harbor Department FY 19 Proposed Budget

(Continued From Page 1)

"We're in a very good position in my mind, both in terms of our budget and our 10-year forecast of our financial sustainability, or stability," Cordero said.

This year, the harbor department's proposed budget totals \$982 million, 31% more than the 2018 budget. This is primarily due to the \$215 million payment for the port's new headquarters, Cordero and Joumblat explained. "The port opted to make a payment at the time the building is complete because the port can borrow money in the municipal market much cheaper than the builder," Joumblat said.

Additionally, \$181 million is budgeted for the third and final phase of the Middle Harbor Redevelopment Project, and \$154 million for the Gerald Desmond Bridge Replacement Project. The port is receiving \$68.9 million in grants from governmental agencies, in part due to the bridge project, which has statewide and national significance.

Due to capital improvement investments, the port is projected to take on additional bonded debt of \$600 million over the next three years, including \$300 million in 2019.

The port has AA ratings from major credit rating agencies such as Standard & Poor's, Moody's and Fitch Ratings, Joumblat noted. "It's very important to keep these metrics because that allows us to borrow at a cheaper rate on the market. The Port of Los Angeles and Port of Long Beach are the highest rated ports in the nation," he said.

The budget projects a revenue growth of 5% compared to the prior fiscal year due to conservative estimates for growth in cargo trade, according to the port executives. The port also collects revenues from its leases to marine terminal operators, and does not collect any tax revenues. "We like to conservatively estimate revenue because it's not exactly within our control. We don't want to base our budget on inflated numbers," Joumblat said. "We intentionally make sure that those numbers are conservative. And if we exceed it, hey, great."

Cordero said the port is likely to exceed the projected 5% growth in cargo. Through the first six months of the year, overall cargo traffic at the port was pacing 11.7% ahead of 2018. The implementation of \$50 billion in tariffs on Chinese imports – and China's retaliatory imposition of in-kind tariffs on U.S. exports – have not had much effect on these figures, according to Cordero. However, he said that port staff are making plans in case tariffs continue to escalate.

"One of the reasons our domestic economy is very good is we have strong consumer demand," Cordero said. "Those goods, that commerce, comes through this port. It remains to be seen what course this tariff discussion will take – whether this is a long-term geopolitical discussion or application of tariffs," he said. "We're ready to prepare for whatever that course takes."

Because of positive projections, the harbor department is expected in 2019 to make its largest-ever transfer of revenue to the city's Tidelands Fund: \$20 million. The city and its harbor department have an agreement by which 5% of the port's revenue is transferred to the Tidelands Fund each year (approved by voters in 2010 as a change to the city charter). The fund benefits projects in the city's tidelands, or coastal, areas. Additionally, the port has budgeted \$1.3 million for community grants this year, Joumblat noted.

The harbor department has maintained a headcount of 583 employees for the past three years, and is adding 10 new positions in Fiscal Year 2019. The port has budgeted approximately \$86 million for personnel costs. New positions include two in information management, two in security for the new headquarters, two in business development, one in

human resources, one in environmental planning and one in engineering, according to Joumblat.

"The great commentary for this port is, if you go back 10 years, whether it is the Great Recession or whether it's the bankruptcy of a major carrier tenant that we had, Hanjin, we have been able to withstand those types of crises," Cordero reflected. "Potentially there could be some things that are unforeseeable in the future, but again, we have been able to handle our commitments to the environment, our commitments to operational excellence and our commitment to the overall management of this port. And again, we have a very good padding in terms of our budget."

He added, "This is because of the history of the people who have led this port over the past years. I think it's a great story." ■

Port's Cordero: 'Tit-for-Tat' Tariffs Could Harm Businesses, Consumers

■ By **SAMANTHA MEHLINGER**
EDITOR

Despite a dip in cargo traffic in July, overall containerized cargo volumes moving through the Port of Long Beach this year are outpacing 2017, the busiest-ever year in the port's history. The looming question is whether or not that pace can be sustained as the implementation of tariffs continues to escalate between the United States and China.

The Trump administration levied an additional 25% on \$16 billion worth of Chinese imports on August 7. The Chinese government quickly responded by acting in kind, hitting the United States with 25% on goods equivalent in value. The U.S. had already imposed tariffs on about \$34 billion worth of Chinese imports in July, at which time China had also returned the favor.

The majority of trade flowing through the Port of Long Beach goes to or comes from China. Asked how the tariffs could impact the outlook for trade at the port, Executive Director Mario Cordero responded to the Business Journal with the following:

"The Port of Long Beach is on track for our best year ever. Through the first seven months of 2018, our volumes are 11.3% higher than in 2017, which was the busiest in our 107-year history. We are supporting thousands of supply chain jobs here and across the country.

"That's what makes these trade disputes with China and other nations unfortunate. It comes at a time when the U.S. economy is doing well, and global trade is adding more jobs.

"We've seen standoffs in international commerce before, and there's still time to resolve differences, but recent tit-for-tat measures aimed at imports and exports could cause long-term damage and harm American consumers and businesses."

Containerized cargo traffic moving through the port decreased 4.4% in July compared to the same month in 2017. In an official statement from the port, the decrease was attributed to changes in vessel deployments on the part of shipping alliances, but port officials also expressed concern over tariff escalations moving forward. ■

Hotel Employee Safety And Workload Restriction Ordinance To Appear On November Ballot

■ By **ANNE ARTLEY**
STAFF WRITER

The Long Beach City Council voted unanimously on August 7 to place an ordinance on the November ballot aiming to create safety provisions and workload restrictions for employees at area hotels. It also authorized a study on its economic impact to the city.

If passed, the Hotel Workplace Requirements and Restrictions Ordinance would mandate that hotels with 50 or more rooms must provide panic buttons to workers who clean guest rooms alone. It also would also require hotels to post visible signage informing guests of this practice.

The measure would limit the amount of floor space a worker is allowed to clean in an eight-hour workday to 4,000 square feet, unless an employer pays the room cleaner twice the regular rate for all hours worked that day. In addition, the measure would prohibit hotels from assigning more than two hours overtime without written consent. An employer must inform workers no more than 30 days before they give consent that they may decline the overtime without repercussions.

However, a unionized hotel may receive an exemption to the provisions relating to workload and overtime if the bargaining agreement outlines the waiver in "clear and unambiguous terms," according to the proposed ordinance. Exceptions for unionized hotels provoked controversy when a similar proposal failed in the council last fall. Councilmembers who voted against it were Suzie Price, Al Austin, Stacy Mungo, Dee Andrews and Daryl Supernaw.

On August 7, the council faced three options: adopting the ordinance without alteration; placing it on the November ballot; or requesting more research into the measure, postponing the public vote to an unspecified date.

"While I and the original makers of the motion supported approving it as an ordinance, the challenge became the timeline for enforcement as made clear by the city attorney," 2nd District Councilmember Jeannine Pearce stated in an e-mail to the Business Journal. "I was pleased with a

"Safety is always on top of our minds, but we don't believe this is a safety issue. This is really about unfair work regulations and an economic issue to the city based on over-burdensome regulations."

**Jeremy Harris, Senior Vice President
Long Beach Area Chamber Of Commerce**

unanimous vote of the Long Beach City Council to not waste another day with an extensive study or to push it off to 2020, but to do what the voters wanted, to place this on the November 2018 ballot."

In May, the Long Beach Coalition for Good Jobs and a Healthy Community submitted petitions with 46,084 signatures in support of placing the proposed ordinance on the November ballot. Last month, the Los Angeles County Clerk's office verified that enough of those were valid to qualify for the ballot. The measure required 27,462 signatures from Long Beach registered voters. The L.A. County Clerk verified approximately 88% of the signatures before the requisite amount was met.

"I think this is a huge victory for workers and community members any way you look at it," Coalition Director Victor Sanchez said. "I do think the council missed some opportunity to be a leader, to listen to the overwhelming support of the Long Beach residents who joined the cause, all 46,000 of them, who thought this was important enough to move forward. Although we would've preferred to have had this settled outright on Tuesday, I think it's a testament to the momentum and work the community put in to get it to this point." Sanchez added that the coalition is planning to host educational events and conduct door-to-door canvassing to promote the ordinance before November.

Juana Melara, a Long Beach hotel housekeeper who was named one of TIME's persons of the year for speaking out in the #MeToo movement, also expressed dismay that the council did not adopt the ordinance straight away. She issued a statement on behalf of UNITE

HERE Local 11, a union representing 30,000 workers.

"For the past four years, I have worked alongside many women and men in Long Beach to improve conditions for the city's thousands of hospitality workers with the focus of protecting the industry's most vulnerable workers from sexual assault and abuse," Melara stated. "Last night, the Long Beach City Council had the chance to adopt an initiative outright that would ensure that the mostly women of color who do the hardest and most dangerous job in the hotels, cleaning guest rooms, would have basic protections to allow them to do their jobs safely."

Long Beach Area Chamber of Commerce Senior Vice President Jeremy Harris said that the council voted for the "second-best thing." "We were somewhat disappointed that we couldn't have a more robust economic report provided to the entire [block] of voters before they vote on this measure," he commented.

Based on the chamber's research, Harris estimated that the ordinance would cost the 14 hotel members of the Long Beach Hospitality Alliance about \$3.5 million, collectively, each year. This, he said, excludes smaller hotel members and facilities that haven't been built yet.

"We'd have to increase room rates in order to offset the cost of implementing

these regulations," Harris said. "Will that affect how competitive we are in the market compared to Anaheim or L.A. and their convention center? Will conventions go elsewhere?"

Harris argued that a decrease of conventions held in Long Beach could impact the amount of transient occupancy tax that hotels receive from travelers when they rent accommodations. Since the tax is then paid to the city, it could in turn impact the amount in the General Fund.

According to Harris, the majority of alliance hotels have already issued panic buttons. "Safety is always on top of our minds, but we don't believe this is a safety issue," he said. "This is really about unfair work regulations and an economic issue to the city based on over-burdensome regulations."

At the council meeting, Mayor Robert Garcia spoke to the city's previous support of the hospitality industry. He also touched on the importance of unions to ensure a "stronger long-term economy." He said, "I have strongly believed for a long time, and continue to believe, that low-wage workers are almost always better off when they are represented by unions. . . . I think the evidence and the science is clear that, particularly in low-wage jobs, you want those folks to be able to be represented."

Garcia stated that most of the discussion about the ordinance has centered on protection from sexual assault. "I think we should also know that this law would encourage more representation for the workforce. I think that over time, that's something I think is a good thing," he said, in addressing the council before the vote. ■



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Parks Director Gerardo Mouet Prioritizing Planning, Programming, Access

■ By **SAMANTHA MEHLINGER**
 EDITOR

After about a month and a half on the job, Long Beach Parks, Recreation and Marine Director Gerardo Mouet continues to familiarize himself with the 170 parks, 26 community centers, 5 golf courses, 2 tennis centers, miles of beaches and marinas, and the city's Animal Care Services Bureau that are now all under his purview. The new head of parks hails from the City of Santa Ana, where he oversaw a smaller parks department that also included the city's libraries and zoo.

As he settles in to working in Long Beach, Mouet is focused on ensuring that his department's programming, accessibility and future priorities are in line with the needs of the community.

"I feel very blessed that I have this opportunity. I am thrilled," Mouet told the Business Journal in an interview at Los Cerritos Park just before the grand opening of a new playground funded by Measure A. "I think of public service as a noble profession. I see it as something that is very meaningful work."

A native of Mexico who grew up in San Diego, Mouet served as director of Santa Ana's parks department for 14 years, and as a city employee for 28. "Santa Ana is landlocked. It is 27 square miles. This is 52 square miles," he said, comparing his old position to his new one. "This is wonderful. Over there are 50 parks; over here,



Gerardo Mouet is settling into his new job as director of the Long Beach Parks, Recreation and Marine Department. He is pictured at Los Cerritos Park just before the grand opening of its new playground, which was funded by Measure A sales tax revenue. (Photograph by the Business Journal's Anne Artley)

170 parks. Over there, a \$22 million annual budget; over here, \$52 million." This is also Mouet's first time overseeing a department with beaches, marinas, and an animal care services bureau.

In Santa Ana, Mouet's department included about 400 employees. The Long Beach Department of Parks, Recreation

and Marine employs about 1,000 people, Mouet estimated. He called his new staff "wonderful" and "very caring," noting that they have a deep knowledge of the Long Beach community. He often taps them as resources for community information as he continues to familiarize himself with the city.

Although Mouet and his family still live in Santa Ana, he has made a point to explore Long Beach's parks and attend local events even on weekends. "It's a beautiful city, and I am just having a ball. I am exploring different restaurants and businesses, and just having a great time bringing some of my family over," he said.

Interacting with the community is a great way to find out how to get more residents to use the parks, Mouet noted. "When we program parks, or we add amenities to them, it is important to engage the community to make sure that we understand how to program the park," he explained. "It's always good to communicate with the parks users, because what was of interest to them three years ago might be different today."

Mouet intends to revisit the department's strategic plan, a document outlining the vision, goals and objectives for the department. "I am very interested in reviewing the department's strategic plan. It's about 15 years old," he said. "I have read it, and I think it's kind of due to get some fresh eyes and get input from the stakeholders, because things have changed in 15 years."

For example, Long Beach's senior population is growing, Mouet noted. "Planning ahead with regard to serving the senior population in Long Beach is a good thing," he said. Sports programming may be another area to reassess, he added,

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noting that the popularity of certain sports tends to shift over time.

The next version of the strategic plan may also need to address the increased likelihood of drier weather, Mouet pointed out. "There is the water challenge, for example. That might be something that's worth thinking about, because maybe it will be a recurring challenge. . . . We should have strategies."

The city's proposed budget for Fiscal Year 2019 includes \$1.2 million in one-time funding for additional parks watering, according to Mouet. "That's because of the possibility and anticipation of having another dry year," he said. Watering not only helps keep grass alive, but it also helps care for the parks' many mature trees, which provide shade and coolness and attract wildlife, he explained.

"It's very difficult to measure, but a

park can add so much value to the local economy, to the property owners," Mouet said. "Studies have proven that. Of course, they have to look good. They have to be safe so that you can use them."

Mouet has met with Police Chief Robert Luna to discuss park safety and get to know the police department. "There are certain areas that are more challenging than others, and that's very common," he said. "You develop strategies. . . . I do know that, in order to deter negative behavior, you don't leave a park without programming." He added, "The whole idea is for outsiders who may be looking for trouble to see that park as busy and active."

As for the city's beaches, Mouet said he is focused on ensuring that they remain an economic engine. "How can we make sure that there is a fine balance of [beaches being] great for business and at

the same time great for the public to use?" he queried.

Measure A, a sales tax increase approved by voters in 2016, continues to fund improvements to parks, such as replacing and creating new playgrounds, repairing community centers and more. Long Beach parks may also benefit from Proposition 68, a bond measure passed by California residents this year, according to Mouet.

The new parks director said he plans to purchase a bus pass to see for himself how easy it is to access different parks, recreation and marine facilities from various parts of the city. "I am going to, from time to time, go and take public transportation from Park A to Park B just to see how wonderful [the experience] is, or not," he explained. "Access is very important."

When it comes to the Animal Care

Services Bureau within his department, Mouet said he looks forward to convening an "animal care visioning task force" established by Mayor Robert Garcia. "We're trying to schedule the first meeting to be able to come up with ideas to help with strategic planning," he said.

Mouet said that parks bring joy to people's lives, including his own. "If you live in an urban setting, how cool is it for families to be able to come to a park and get a little taste of the outdoors, a little taste of nature?" he said. "You see some animals and you see some birds. You have a picnic. You might play some tennis. You might throw the frisbee. I love it when I see families doing things together, because you know, one of the challenges for all of society all over the world is not to be stuck too much to your smart phone, for people to go outside." ■

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Eric Johnson, co-owner of Long Beach's Legends Restaurant & Sports Bar and The Auld Dubliner, began instating eco-friendly practices around 2008 at the Dubliner. When he and his partner, David Copley, took over Legends in 2012, they quickly transitioned the spot to greener products. Johnson is pictured in Legends with Erin Rowland, waste diversion/recycling officer for the Long Beach Environmental Services Bureau. (Photograph by the Business Journal's Brandon Richardson)

Restaurateurs Act On Polystyrene Ordinance

(Continued From Page 1)

figured out that we just can't keep taking everything we have and throwing it in a landfill or making it someone else's problem. We have got to be proactive," Charlie Shaw, owner of Avenue 3 Pizza, said. "In the food business, when we have an opportunity to reuse something or [reduce our]

imprint, then it's good for everybody. Styrofoam eventually finds its way into the ocean. It's a needless violation of nature and we can do better."

Long Beach has approximately 2,300 food establishments that will be impacted by the ordinance, according to the Long Beach Environmental Services Bureau (ESB). The city is offering a cash incentive for businesses that abandon EPS products prior to established deadlines. An ESB representative stated that



Chronic Tacos – Long Beach (PCH), located in the Marina Shores retail center, began using biodegradable products in 2011, according to founder and partner Michael Hebermehl. The restaurant's shift came seven years prior to the Long Beach City Council adopting an ordinance to remove expanded polystyrene (Styrofoam) products from the city. Pictured from left: Chronic Tacos managers Analy Gonzalez and Armando Lopez; and Elisa Calderon, a recycling specialist with the Long Beach Environmental Services Bureau. (Photograph by the Business Journal's Brandon Richardson)

about 30 businesses have applied for the incentive.

"The city has limited funds for a one-time reimbursement for the purchase of compliant products," Diko Melkonian, ESB manager, said. "The City Of Long Beach welcomes the opportunity to assist in the transition away from EPS food and beverage containers to help businesses keep Long Beach litter free."

Businesses that purchased compliant products by July 20 were eligible for a

\$300 reimbursement. Businesses that purchase alternative products by August 20 or September 20 are eligible for up to \$250 or \$200 reimbursements, respectively. Funding for the reimbursements is available until September 20 or until funds run out.

Shaw is one of the businesses that applied for a reimbursement. At Avenue 3 Pizza, to-go containers are now compostable and paper-based – much sturdier than EPS, Shaw said. As a small, inde-

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Avenue 3 Pizza owner Charlie Shaw, right, has already begun using paper-based to-go containers. He said in the coming years, he will replace all products with more environmentally friendly alternatives. Shaw is pictured in his restaurant with Shawn Smith, a recycling specialist with the Long Beach Environmental Services. (Photograph by the Business Journal's Brandon Richardson)

pendent business owner, Shaw explained that he will have to phase in the shift and eventually offset increased expenses by raising his prices slightly. Over the next several years, he plans to transition cups and straws to more environmentally friendly products but must use his existing inventory first.

Restaurateurs do everything they can to minimize cost, since profit margins are tight, so pushback on such an ordinance was inevitable, Shaw said. With increasing minimum wage and other regulations at the state level, Shaw explained that restaurants are taking multiple financial

hits at once, which can be overwhelming. However, as more businesses begin using alternative products, prices will decrease, alleviating some of the financial burden on owners, he added.

"Let's make this environment better," Shaw said. "Twenty-five years from now we'll be like, 'Why didn't we do it sooner?'"

For businesses that are "foam free," the city is providing small signage to be placed in the restaurant to show their commitment to a cleaner city, as well as a welcome letter and a small supply of paper straws. "Additionally, as businesses apply and receive

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Restaurateurs Act On Polystyrene Ordinance

(Continued From Page 17)

these kits, we will be promoting them on our social media pages and our website,” Erin Rowland, ESB waste diversion/recycling officer, said. “We really want to promote businesses that are able to comply with the ordinance early.

Michael Hebermehl, founder and part owner of Chronic Tacos – Long Beach (PCH) in the Marina Shores retail center, was ahead of the curve when it comes to implementing eco-friendly products. He attributes his shift to a challenge by Mark Bixby, a member of one of Long Beach’s founding families who had been an active member of the community before he died in a plane crash in 2011.

“Mark Bixby came in when we just opened [in 2011], and he saw that we were using Styrofoam for the packaging of to-go items,” Hebermehl recalled. “He just looked at me and goes, ‘Dude, you’re right by the ocean, you can’t use Styrofoam. That stuff ends up in the ocean and it just doesn’t go away. It’s not biodegradable.’”

Hebermehl transitioned all to-go products to biodegradable alternatives at his Chronic Tacos franchise as quickly as possible. The following year, parent company Chronic Tacos Enterprises was purchased by a Canadian company that began converting the entire brand to be more eco-friendly. Stores transitioned from using tin containers to plastic, and ultimately to paper products. To-go containers and bags, utensils, cups, nap-

kins, and the paper used to wrap burritos are all now biodegradable. Straws are next on the list to be replaced, Hebermehl added.

“I understand from a business point of view on your profit and loss statements – yeah, Styrofoam saves you a lot of money. It’s cheap. But it’s terrible for the environment,” Hebermehl said. “It’s terrible for our city because it just ends up on the street and gets into the ocean. So I was pleasantly surprised to see Long Beach mandating this idea. It’s amazing.”

The municipal government was required to stop EPS use at all city-owned facilities and city-permitted events within three months after the ordinance was adopted. Large restaurants – those with 100 or more seats – were next on the list, having to comply within nine months. Restaurants with fewer than 100 seats were given 18 months to comply. Hebermehl said he thinks the tiered approach is fair, but he hopes the city does not lose steam on the issue when it comes time to enforcing the ordinance on small businesses.

“When you have some businesses like ours that have been doing this for years, competing against guys who are using Styrofoam – obviously their costs are way lower than ours so they can charge less for their food,” Hebermehl said. “It puts the people that are in compliance at a competitive disadvantage.”

Eric Johnson, co-owner of Long Beach’s Legends Restaurant & Sports Bar and The Auld Dubliner, began instating eco-friendly practices around 2008 at the Dubliner. In 2012, when he and his partner, David Copley, took over Legends, a transition was

quickly made to greener products. A Long Beach native, Johnson explained that he noticed customers becoming more environmentally conscious, which led him to reconsider his own business practices.

“I think personally we were sensitive to it, having grown up on the water and spending a lot of time on the beach,” Johnson said. “It was just kind of a real natural thing for us. And, at that time, those products were considerably more expensive.”

When Legends began using biodegradable products, Johnson said his take-home container needs were minimal, typically limited to customers who came in and didn’t finish their meals. However, with the introduction of delivery services such as Postmates, Uber Eats and DoorDash, takeout service is booming, Johnson explained. Because of increased to-go ordering, he said reducing the use of EPS is more critical than ever.

Johnson said that he typically prefers to allow the free market and customers, rather than the government, to determine business practices. However, in some cases, he said a push in the right direction is needed to benefit the community – and the planet – in the long run.

“Hindsight’s always 20/20. If you’re looking at landfills, if you’re looking at the beaches, if you’re looking at the water, you kinda realize there’s a better solution,” Johnson said. “I always assumed that everybody should know not to throw their trash out on the street because it ends up somewhere – usually in the ocean. There are certain things that are just kind of a no-brainer decision, and for us, this is a no-brainer decision.” ■

Local Corporations Share Actions Taken To Become Sustainable And Eco-Friendly

■ By **BRANDON RICHARDSON**
SENIOR WRITER

Climate change, water conservation and an overall reduction of human impacts on the planet are a hot topic in Long Beach, California and around the world. When environmental discussions take center stage, pressure can be placed on corporations to do their part to protect the environment – from reducing water and electricity consumption to volunteering with environmental groups. Corporations in Long Beach have taken the challenge in stride, implementing policies and plans to reduce their environmental footprint in the coming years by replacing landscaping with drought-resistant plants, installing solar panels and more. The Business Journal asked local corporations to share their efforts to become more environmentally conscious and sustainable, and received responses from the following:

(Please Continue To Next Page)



From ridership programs to a near-zero emission fleet, every innovation driven by LBT is designed to connect you with more opportunities for success, right here in Long Beach.





Boeing aspires to be an environmental champion with continued commitments, innovations and technologies for improving its environmental footprint. After exceeding previous five-year performance targets for zero growth in industry areas of environmental concern, Boeing set new, tougher targets to further strengthen its environmental leadership. In 2018, Boeing released these goals aimed at reducing greenhouse gas emissions by 25%, lowering water consumption and solid waste to landfill by 20%, and decreasing energy use and hazardous waste generation by 10% and 5%, respectively, by 2025. This commitment to a sustainable future contributes to industry-wide goals of carbon-neutral growth by 2020 and a 50% reduction by 2050.

Specific to Boeing's Long Beach facility (at Lakewood Boulevard and Carson Street), the site has avoided consumption of 3 million gallons of Long Beach City water by using Long Beach Reclaimed Water for Irrigation. This has been happening each year since November 2016. Additionally, energy usage at the site has been cut in half due to a multi-year capital investment in infrastructure, overall electric consumption is about 20% lower than it was in 2008, and enhanced office recycling, as well as the use of the city's Long Beach Southeast Resource Recovery Waste-to-Energy facility results in the Long Beach facility having zero-waste-to-landfill. Boeing's Long Beach facility also earned an EPA Energy Star rating, and was awarded the industry's Energy Star Challenge two years in a row.

Boeing employees remain committed to the local, environmental community by volunteering with partners like The Growing Experience Urban Farm. ■



Edison International is committed to a sustainable future for all of our stakeholders, which is why we're leading the way on clean energy and electrification and doing our part to respond to broader societal challenges like climate change.

Southern California Edison (SCE), our utility, is partnering with the Port of Long Beach on a \$3.5 million electrification pilot project. SCE is installing electrical infrastructure supporting the conversion of diesel-powered gantry cranes to all-electric. The giant, rubber-tired cranes are used to load and unload cargo. In addition, at a separate terminal, SCE will install the infrastructure to power charging stations for new battery-electric yard tractors. To support the Port of Long Beach's financial commitment to the project, the California Energy Commission awarded the Port a \$9.7 million grant to convert the cranes to all-electric, purchase 12 battery electric yard tractors for two terminals, and convert four underpowered Class 8, liquefied natural gas trucks into plug-in hybrid-electric trucks. Overall, the project is expected to reduce greenhouse gas emissions by more than 1,323 tons and smog-causing nitrogen

oxides by 27 tons each year. The switch to zero emissions equipment is expected to save more than 270,000 gallons of diesel fuel. Officials hope it will become a model for ports around the world.

Edison International's commitment to sustainability helps us deliver "Energy for What's Ahead" to our customers, communities and employees. Read more about our Clean Power and Electrification Pathway vision to reduce greenhouse gas emissions and air pollutants and our 2017 Sustainability Report. ■

EPSON

In 2008, Epson established its Environmental Vision 2050 – a long-term plan for environmental action – and has since

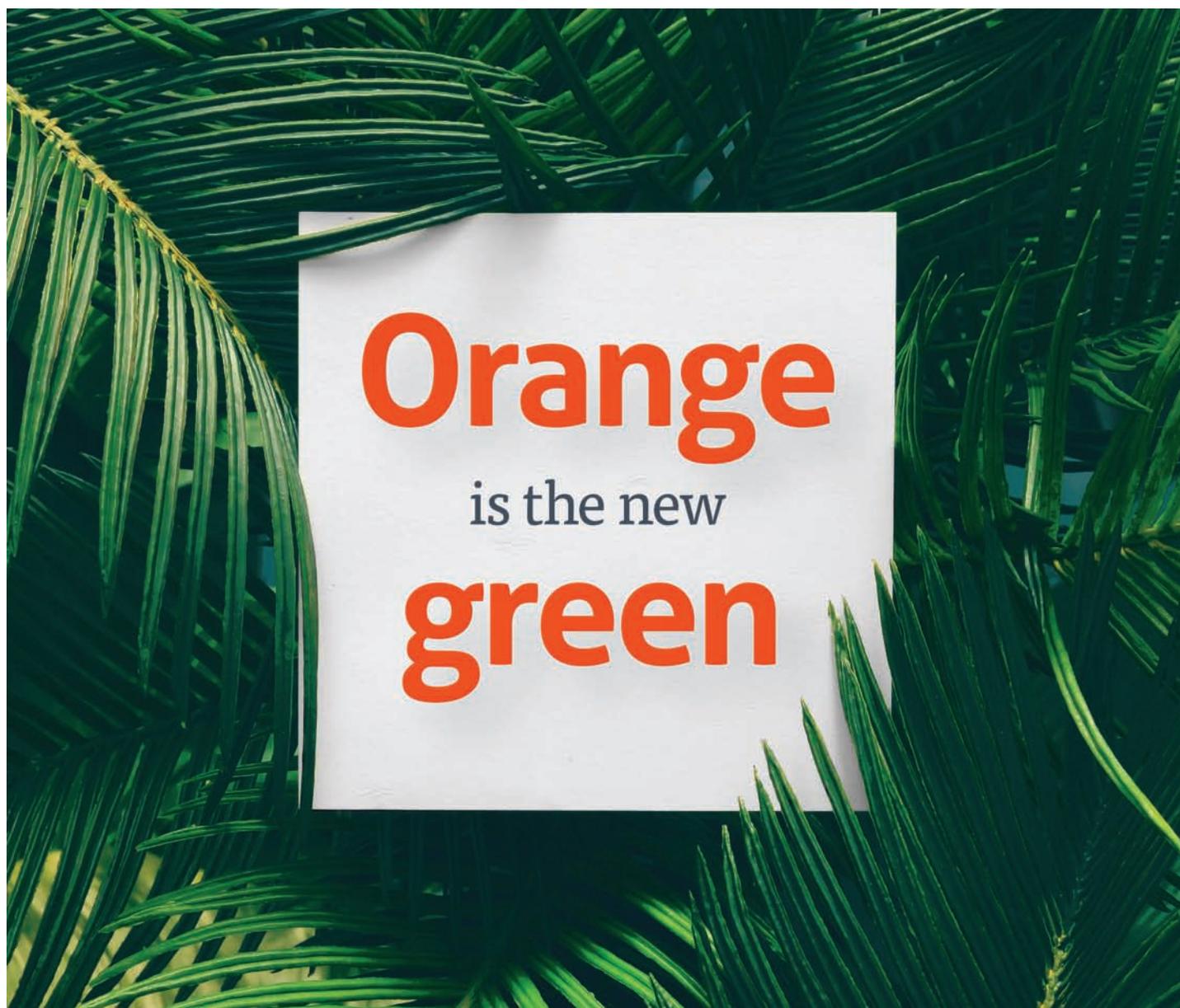
been working to realize the vision. As part of Epson's 2050 Vision, the company is focused on reducing CO2 emissions by 90% across the entire product life cycle; an objective of 70% recyclability for all finished products; and restoring and preserving the biodiversity together with local communities.

Some of the areas in which Epson strives to achieve these goals are by setting energy-conservation goals for each product – designing and building for energy savings and efficiency. Epson products are also designed to reduce environmental impact across the entire lifecycle with resource-savings and easy recycling in mind. Epson reduces product size to save materials and uses paint-free plastic housings to enable higher quality recycled materials.

Epson prohibits the inclusion of over 200 harmful substances. Epson meets the rigid compatibility standards of the European Union's Restriction of Hazardous Substances Directive regardless of whether or not the product will be sold in the European market. We also conduct internal audits and surveys of all suppliers, and collect chemical substance data from them.

Under the Epson 2050 Corporate Vision, Epson is committed to delivering products and services that contribute to the environment by making efficient use of energy and resources, by reducing the environmental impacts of production processes, and by reducing the environmental impacts of customers' business processes. ■

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Local Corporations Share Actions Taken To Become Sustainable And Eco-Friendly

(Continued From Page 19)

Laserfiche

Protecting our natural resources and supporting sustainability are important components to Laserfiche operations. Laserfiche is proud to have led – and continue to lead – organizations around the world toward more paperless operations as part of their digital transformation efforts. As we continue to grow, the leadership team is exploring more opportunities to champion environmentally friendly practices.

Sustainability is a pillar of our corporate social responsibility initiative, Laserfiche Cares, which partners with nonprofit organizations such as the Long Beach chapter of the Surfrider Foundation. Each month, Laserfiche sponsors a local beach cleanup for which employees volunteer their time. Volunteers are also partnering with the City of Long Beach's Office of Sustainability's Tree Planting Program to plant trees throughout the city. On a daily basis, as part of our company provided lunch, Laserfiche now supplies employees with bamboo flatware to help divert plastic waste.

We continue to examine ways to increase energy efficiency in our current facilities, and are now seeking certification through Long Beach's green recognition program. We also see significant opportunity in the expansion of our campus. New facilities will be developed in accordance to the Green Business Certification Incorporation's LEED guidelines and WELL Building Standard.

As communities face unprecedented challenges related to climate change and resource depletion, Laserfiche recognizes the importance of supporting sustainability locally and worldwide. Collectively, we will continue to protect the environment through constant improvement of our own environmental performance, while remaining committed to offering products and services that help our customers reduce waste as well. ■



The Long Beach Convention & Entertainment Center (Center) has a proud history of being environmentally conscious and sustainable. The food and beverage division of the Center recycled slightly over 95,000 pounds of material during 2017. This program included placing containers in and around high-use areas for all of the major consumer and trade events held at the Center. In addition, most of the menu items are sustainable, specifically the seafood items. Most of our serving wares (plates, cups, etc.) are made of compostable material, saving on the need to wash conventional wares.

Also, when feasible, the Center has begun using linen-free tables for functions and where linens are required, the Center will recycle the linens.

The Center recently constructed a rain catch barrel program which supplies much needed water to "Chef's" new herb garden. This garden allows the Center to use products grown onsite for various VIP food events.

The Center will be more proactive going forward with its recycling efforts making the program more convenient to the staff. All recycling efforts are being consolidated under a single point of contact for the Center with the anticipation of increasing our recycling tonnage for future years.

This consolidate includes the construction of a new recycling staging area for the Center. This new location will make the drop off and pick up of materials easier for all parties involved with Center's efforts. ■



At the 4th Annual Earth Day Celebration's Green Prize Festival, Long Beach Memorial was awarded the title Green Business of the Year for our efforts to create a more sustainable, drought-tolerant and water-saving organization.

Long Beach Medical Center is working with the City of Long Beach Water Department in continuing efforts to reduce water consumption on our campus. To date, we have started landscaping replacement with drought tolerant plants, installed moisture sensing timers which are designed to water the landscaping only when the soil conditions require it, installed low-flow toilets and hand-washing faucets throughout the campus; and use new equipment to clean the floors that utilizes 50% less water on some surfaces and no water on others.

These initiatives have reduced the water intake by 4 million gallons annually. In addition, we have begun the process of installing LED lighting on campus, including the parking structure, saving approximately \$100,000 per year in electrical consumption. Throughout the hospital, we've started using specific flooring-based materials which are not oil-based products, extending the life of the flooring and the material has no "off gas" as a bi-product. Finally, we have installed motion sensors for lighting controls in non-patient care areas, designed to ensure lights are turned off when an area is not in use. We were honored to receive this award. ■



Molina Healthcare is committed to promoting a sustainable work environment and we have taken steps to minimize the company's impact on the environment. The company's efforts include upgrading the mechanical system to an efficient,

centralized system that saves energy and shifts the load to off-peak hours, progressively replacing lighting to LED and other efficient lighting options, reducing paper waste by leveraging technology and ethically disposing of e-waste through strategic recycling programs to avoid adding to landfills. All of the floors in our buildings have been outfitted with easy access to recycle paper, aluminum and plastic waste.

Additionally, we promote use of electric vehicles with free charging stations and preferred parking onsite, and we actively incentivize employees to reduce their carbon footprint with a robust rideshare program. The rideshare program encourages employees to carpool, use mass transportation, walk or ride bikes to work by offering a reimbursement for using those modes of transportation. Molina's landscaping has also been updated with water-tolerant plants to reduce water consumption.

And finally, Molina Healthcare employees regularly give back to our community through our Helping Hands employee volunteer program. They work with local organizations such as The Growing Experience urban farm and community garden and the Long Beach Urban Forestry Program to clean and plant trees in neighborhoods across the city. Molina Healthcare will continue to look for and take advantage of additional opportunities to protect our natural resources as a conscientious corporate citizen here in Long Beach. ■



P2S was born of a desire to bring custom, cost-effective and environmentally responsive solutions to clients. We advise our clients which systems best meet their needs and demonstrate that they are not only better for the environment, but better for their bottom line. We also offer commissioning services to verify that building systems are running efficiently and providing high-quality indoor environments.

Our Long Beach office spaces are certified LEED Platinum and Gold. We designed the tenant improvements for the 8th, 7th and 6th floors of our Long Beach building ourselves, using the same sustainable design strategies we provide to our clients. LEED Platinum is the highest level of certification given by the U.S. Green Building Council and it is only bestowed upon projects that display a deep commitment to sustainability in design, construction, and operations and maintenance. We're incredibly proud that the 2016 renovation of our 7th floor office space was awarded Platinum. LEED certified buildings typically consume less energy, use less water, produce less waste, cost less to operate and contribute to increased employee productivity.

P2S staff enjoy better indoor environmental quality from our LEED certified spaces and benefit from amenities like commuter parking spaces and dedicated bike storage that help to encourage a more sustainable lifestyle. Our offices are equipped with water refill stations and low waste caffeinated beverage dispensers, and P2S pro-

vides reusable water bottles and coffee mugs to all employees. Occupant sensing lights and zoned temperature controls save even more energy at our offices. ■



Studio One Eleven and Retail Design Collaborative are dedicated to creating more vibrant and livable cities through an integrated practice of architecture, landscape and urban design.

In 2016, our office relocated from an isolated office tower to the vacant Nordstrom Rack located at the corner of The Promenade North and 3rd Street. Sustainability, health and equity are at the core of our company culture. Our new LEED Platinum and WELL Gold Certified space includes street views pulled deep into the office space from tall glass windows supplemented by 20 skylights to offer natural daylight while reducing artificial lighting requirements and increasing energy efficiency. We encourage all our projects to follow suit by employing natural daylight and ventilation, energy conservation, low water consumption, smart material selection and biophilia.

We are our own laboratory, tracking the quality of our air, water, acoustics, comfort, and light and have expanded our Wellness Program to include yoga, meditation, cross training, strength training, biking and beach volleyball. Our staff receives healthy, low-sugar food options daily. Our staff gets out a lot, too, between the Downtown Long Beach walkscore of 97 and Long Beach Bike Share memberships for our entire staff, we are really taking advantage of what downtown has to offer.

Our space has also become home to three non-profits rent free, we've sponsored five murals from local artists and we offer our largest conference room, the Spit and Argue Club, to community non-profits pro-bono. We encourage you to contact us for a tour and learn more about our office culture. ■

APM Terminals Replaces 16 Yard Tractors With Cleanest Tech Available

APM Terminals on Pier 400 at the Port of Los Angeles has replaced 16 of its yard tractors with the cleanest technology available in respect to air emissions. The \$1.5 million equipment purchase was funded in part by a \$500,000 federal grant obtained from by the Port of Los Angeles, the port announced today. Twelve of the terminal's old yard tractors were donated to the Los Angeles Unified School District for auto mechanic training. The investment was tied to the Clean Air Action Plan, a joint policy by the San Pedro Bay ports aimed at reducing air emissions. ■

Long Beach Transit: Working Toward Sustainability



Debra Johnson, deputy CEO of Long Beach Transit (LBT), said the company takes pride in embracing sustainable operational practices. Johnson is pictured with a few of LBT's 100%-battery-powered buses, which began operating in the city last year. (Photograph by the Business Journal's Brandon Richardson)

■ By **BRANDON RICHARDSON**
SENIOR WRITER

As a state, California is moving toward a more sustainable future – from banning certain plastics to setting stringent emission

reduction goals. Municipal transit company Long Beach Transit (LBT) takes pride in being environmentally friendly and embracing sustainability, according to Debra Johnson, deputy CEO of LBT.

“Years ago, Long Beach Transit was on

the forefront of being a pioneer when we looked at alternative fuels to be the primary propulsion systems for our fleet,” Johnson said. “Long Beach Transit has a vast fleet of compressed natural gas (CNG) buses. We also have the largest

fleet in the country of gasoline-electric hybrid vehicles.”

Of LBT's 249-bus fleet, 125 run on CNG, 88 are hybrids, 26 are diesel and 10 are full battery electric. The agency's bat-

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LONG BEACH ENERGY RESOURCES DELIVERS CARBON-NEUTRAL BIOGAS TO LONG BEACH TRANSIT REDUCING CO2 EMISSIONS AND PROTECTING OUR ENVIRONMENT



CITY OF
LONG BEACH
ENERGY RESOURCES

Long Beach Transit

(Continued From Page 21)

tary electric buses cost about \$1 million each and have been operating in Long Beach for over a year. From March 31, 2017, to July 31 of this year, the operation of LBT's 10 electric buses produced nearly 549 fewer metric tons of carbon dioxide emissions (equivalent to 118 passenger vehicles driven for one year) than diesel buses would have. Johnson said that moving forward, only zero-emission buses will be purchased when older models need replacing.

The entire LBT fleet will not be fully electric for quite some time, Johnson noted. New buses are purchased with federal, state and local grant funding, which requires them to remain active for 12 to 15 years, she explained. LBT received some of its near-zero emission CNG buses this year, which means they will be in service until at least 2030.

The fleet should be 100% alternatively fueled by 2020, Johnson said. As buses reach the end of their useful lives, LBT plans to reassess its fleet and available technology to work toward a 100% zero-emission fleet.

"Our service area is comprised of 100 square miles, and the vast majority of that is comprised of disadvantaged communities as qualified by the California Environmental Protection Agency," Johnson said. "So we want to do our due diligence and our part in reducing the carbon footprint. Considering that we're in the backyard of two of the largest ports in the country, we recognize those entities are making great strides to reducing emissions. So we recently embarked upon this path where we

could look at our practices and develop a program to be more sustainable and conscious of what we're doing."

Diesel buses represent the smallest portion of LBT's fleet and have been retained as a contingency in case technological issues arise with the more advanced, environmentally friendly buses, Johnson said. In general, the diesel buses are reliable, whereas the company that LBT purchased the hybrid buses from went out of business two years after the fact, making them more difficult to maintain. LBT now engineers its own replacement parts to keep the hybrids operating.

Being a pioneer of unproven technologies such as hybrid buses is a catch-22, Johnson explained. LBT wants to be proactive but, if the technology turns out to be less reliable, they are still on the hook to operate them per the grant funding, she said. LBT is currently pursuing various grant opportunities to replace its hybrid buses.

Articulated buses, which have accordions in the middle and seat close to 60 passengers, currently do not have a viable electrical option, Johnson said. She explained that a bus that size requires much more energy than smaller buses due to extra weight and a larger HVAC system. When the time comes to replace LBT's articulated buses, Johnson said she hopes the market will have caught up and that a viable zero-emission option would be available.

Outside of its bus fleet, Johnson said LBT is taking additional strides to decrease its carbon footprint. The agency acquired electric vehicles for staff to use in the field or to attend meetings. LBT also is looking

to incorporate more solar energy at its transit shelters, Johnson added. The agency is a member of the American Public Transportation Association, which includes the United States and Canada, and is working with the association's experts to better understand what further measures it can take toward sustainability.

Part of advancing service sustainability is a special charging mechanism LBT is currently testing on its downtown Passport route called Wireless Advanced Vehicle Electrification, or WAVE. This conductive system is placed beneath the street pavement to allow electric buses to recharge wirelessly for short amounts of time, rather than returning to the LBT yard and plugging in. Johnson explained that LBT now views electricity as a fuel source, rather than just a utility, so maximum efficiency is key. She said these WAVE systems will be installed in larger hubs, such as the First Street Transit Gallery in downtown.

To better understand the potential of electric buses and the WAVE system for its entire service area, LBT is utilizing hardware known as an Electronic Load Monitoring System, which shows how quickly the buses are charging. With this information, LBT can work with Southern California Edison to ensure its buses are not overloading the electrical grid, Johnson explained.

"We are working in tandem as part of the Zero Emission Bus Resource Alliance [through the Center for Transportation and the Environment, an international non-profit based in Georgia], where we work with our partners from around the country so we can capitalize upon lessons learned,

"We recently embarked upon this path where we could look at our practices and develop a program to be more sustainable and conscious of what we're doing."

**Debra Johnson, Deputy CEO
 Long Beach Transit**

and we're not reinventing the wheel," Johnson said. "There are a lot of unknowns as we go forward. There has to be a process by which we're educating our employees so they can embrace this."

Driver and mechanic training is important for sustainable advancement. Johnson noted that driving any electric vehicle is not the same as driving gas or diesel vehicles. In the same vein, maintenance on electric vehicles is vastly different than fossil fuel vehicles. To keep operations running smoothly, Johnson said all employees must be trained on how to handle the new, sustainable fleet.

"Being here in California, where we're looking at the reduction of greenhouse gases, where we're talking about global warming – we're looking at what LBT can do collectively, as responsible citizens, to ensure that we're going to have a sustainable fleet of vehicles. What can we do collectively to ensure that we are contributing to the betterment of our community," Johnson said. "All of these different things come into play and that's why we're working in earnest to work toward a sustainability program that would outline for us a roadmap for the coming years." ■

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The Importance Of Immunization In Maintaining Population Health

■ By **SAMANTHA MEHLINGER**
 EDITOR

In recent years, a number of outbreaks of diseases preventable by vaccination have made headlines. Last year, the measles sickened nearly 50 people in Minnesota, mostly among unvaccinated Somali-American children, according to the Centers for Disease Control and Prevention. In 2014, an outbreak of the measles occurred among visitors to Disneyland, most of whom were unvaccinated. Recently, an infant died in San Bernardino County from whooping cough, a disease that, although preventable by vaccination, resurges cyclically in California.

In 2016, California enacted a law eliminating personal belief vaccination exemptions for children attending private and public schools. The action followed years of a trend in what has become known as “vaccine hesitancy” among families, mostly those well-educated and well off, who question the safety of vaccines. This trend is often traced back to a 1998 study linking autism to the vaccine for measles, mumps and rubella, which was later debunked and retracted.

Now, overall vaccination rates in California are on the rise, according to Dr. Robert Schechter, chief medical officer for the California Department of Public Health (CDPH). “At the kindergarten level in the 2017 to 2018 school year, over 95% of kindergartners were reported to have received the subset of vaccines that were required by state law for school entry,” he told the Business Journal. “That’s roughly about 5% higher over the prior three school years.”

Each autumn, California schools and childcare facilities must report the immunization status of their students to CDPH. “We also follow closely data collected by the federal Centers for Disease Control and Prevention,” Schechter noted. “The data we get for infants in early childhood from CDC shows roughly steady rates for childhood immunization at high levels.”

Schechter believes that legislation in California passed in recent years, including the law eliminating personal belief-related vaccination exemptions for school children, has increased awareness of the importance of immunization among the public. He noted it has also spurred “concerted efforts by local health departments working with schools on meeting those requirements.”

Still, there are certain geographic areas and social groups that have lower rates of vaccination than others in the state, according to Schechter. “Whether you are looking at neighborhoods or social networks or school-based . . . populations, there are pockets of areas with lower immunization rates where diseases can more easily spread if they are introduced,” he said.

Multiple studies have shown that families with higher education and income levels are more likely to question the safety of vaccines, according to Schechter.

Dr. Eddie Quan, partner in Long Beach-based Columbia Pediatrics, has been a general pediatrician for nearly 20 years. In his experience, parents were very accepting of vaccinations when he began practicing medicine in 1999, but after news of the then-recent study linking autism and the measles vaccine spread, more parents became hesi-

tant to immunize their children. “As the dust settled and we found out that the study was retracted and then later on found to be fraudulent, people finally began to realize, OK, maybe we overreacted,” he said.

Now, Quan most often receives questions about vaccines when a new one is released. The vaccine for certain strains of the cancer-causing human papilloma virus (HPV), for example, was approved in 2006. At the time, some parents were hesitant about it, Quan recalled. And because it is still a relatively new vaccine, some still are, he noted.

Quan observed that two groups tend to be more likely to be unvaccinated: those in poorer socioeconomic classes, and those who are wealthier and highly educated. The former are typically unvaccinated because they

do not have good access to health care services and thus may not know how to obtain vaccines, Quan explained. Those among the latter group tend to be unvaccinated because they have done reading on the Internet or spoken with others who have influenced their opinion of vaccines negatively, he added.

One of the most common vaccines is for the prevention of influenza, according to Dr. David Michalik, pediatric infectious disease specialist and medical director of MemorialCare Long Beach Medical Center’s Vaccine Hub. Although physicians encourage patients to get the flu shot each year, many still choose not to, he observed.

“We have seen from last year’s flu season, as well as the swine flu season in 2009, that the impact the influenza disease has on the

population is significant,” Michalik said. An influenza infection not only causes illness, but in some cases, it can also lead to death, he noted. It is also an expensive infection, he added. Bills from trips to the doctor or the emergency room, or even hospital admission, can quickly add up, he explained. “There still are many unvaccinated individuals despite the fact that influenza can potentially have a devastating impact,” he said.

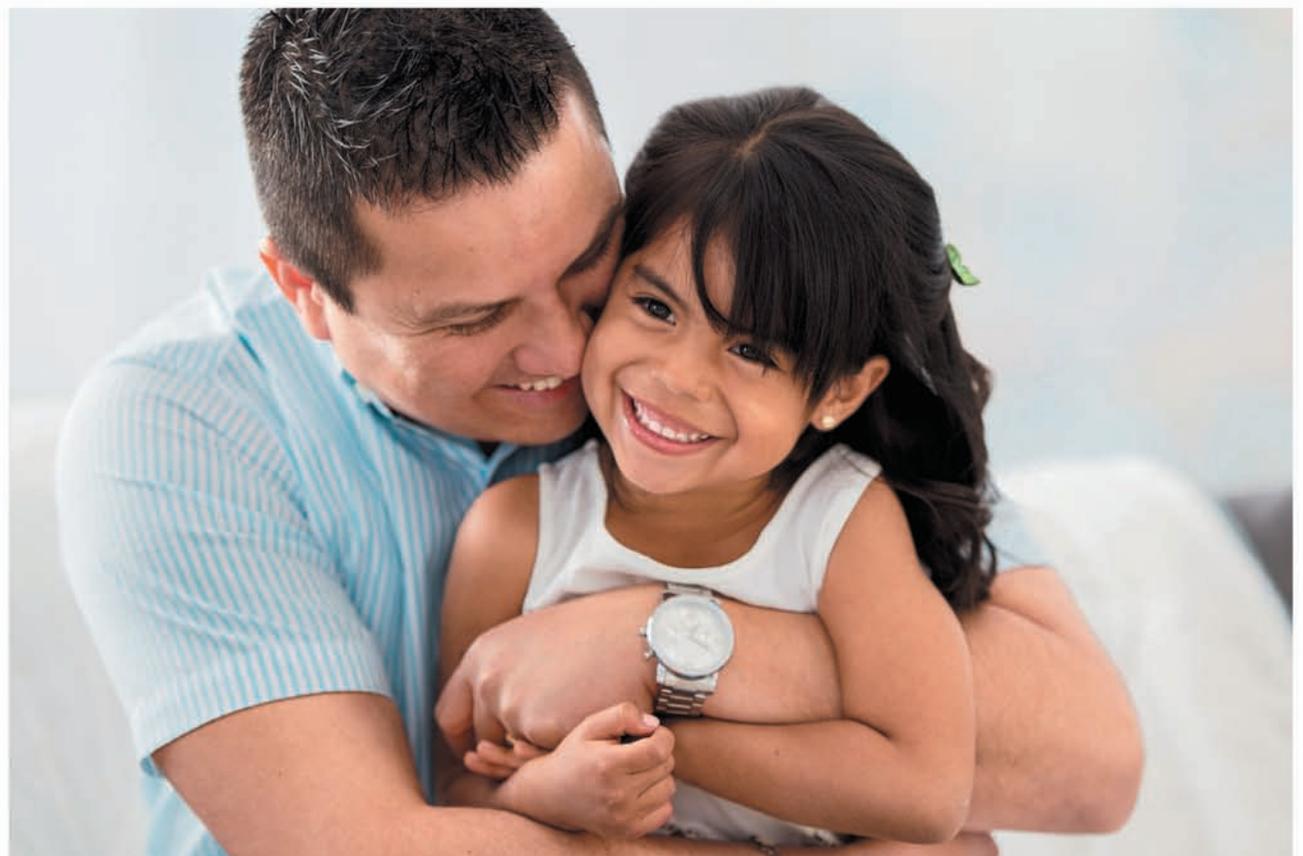
Many people opt not to get the flu shot because they liken the illness to a simple cold or because they believe it will cause adverse effects, Quan said. It is impossible to become ill from the flu shot because it does not contain a living virus, he pointed out. “What happens is you might have been

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Dr. David Michalik is director of the Vaccine Hub at MemorialCare Long Beach Medical Center and specializes in pediatric infectious disease. At the Vaccine Hub, he offers consultations for individuals preparing to travel to foreign countries to advise them on what vaccinations to receive. (Photograph provided by MemorialCare Long Beach Medical Center)

Dr. Eddie Quan is a partner and general pediatrician at Columbia Pediatrics in Douglas Park. Although vaccination rates have increased in recent years, he noted that ever since a controversial, later discounted study linking autism to the measles vaccine was published in 1998, some parents have opted not to vaccinate their children. (Photograph by the Business Journal's Samantha Mehlinger)

(Continued From Page 23)

exposed [to the virus] coincidentally right before you got the vaccine," he said.

Quan noted that no vaccine is 100% effective, including the flu vaccine. "In fact, this past season, a lot of people did get the flu vaccine but still got the flu," he said, adding that the shot only covers a few strains of the virus. However, he stressed that those who do receive the flu shot and still get sick typically do not experience complications as adverse as those who do not receive it.

Michalik explained that, in the history of humankind, there have been two great strides made in reducing infectious diseases. "The first one is good hygiene. And the second is vaccinations," he said. When the majority of a population receives all the recommended immunizations, not only are they protected, but so are those within the population who

cannot be vaccinated, he explained. This concept is called "herd immunity."

On a small scale, herd immunity works like so: Newborn infants are unable to receive the whooping cough vaccination until they reach two months of age. To protect those infants, a mother, father, and all of the child's siblings can receive the vaccination in order to greatly reduce the infant's risk of contracting it, Quan explained.

Michalik noted that it is also important for adults traveling to other countries to research which vaccinations are required to travel, and which are recommended. "There are many that are strongly encouraged for anybody traveling to any other country," he said, noting that the Vaccine Hub at Long Beach Memorial offers consultations for those planning to travel.

"In an era where we spend so many health care dollars on treating disease, we

don't spend enough money on preventative medicine and really educating individuals to make sure that they are fully aware of the potential for disease and try to minimize the risk," Michalik said. "This concept of herd immunity, that the majority of people who are vaccinated are also protecting those who are unable to get vaccinated because their immune systems are weak . . . is an incredibly important part of maintaining good health in general."

Schechter emphasized that, when immunization rates reach a high threshold, the transmission of infectious diseases can be stopped. "The focus on achieving these high levels is to maintain that threshold, that community immunity, and to limit the spread of disease . . . that can easily be introduced by domestic or international travel. And if the disease is getting introduced, then to stop that transmission by having high levels of

protection in the community," he explained. CDPH works closely with local health departments, including the Long Beach Health & Human Services Department, to educate the public about the importance of immunizations, Schechter noted.

For pediatricians at Columbia Pediatrics, disease prevention starts with the birth of their patients. August is immunization month, so the medical group is especially focused on the issue, according to Quan. "When we meet with our patients [and] new moms who are coming in, we ask them, 'Hey, do you have any concerns?' And if they bring up any concerns about vaccines, we would definitely want to address it with them, answer any questions they have, provide them with helpful information from our side," he said.

Quan emphasized, "It's safe and effective to get all the vaccines according to the schedule that has been laid out. Not only just for the babies, but even for the teenagers." ■

Long Beach Oncologist Dr. Nagourney Calls New Cancer Study A 'Game-Changer'

■ By **ANNE ARTLEY**
 STAFF WRITER

The results of a new study called a "game-changer" by a Long Beach physician challenge the long-standing theory that cancer is a genetic disorder, revealing that lifestyle factors such as a poor diet, lack of exercise and over-consumption of alcohol and cigarettes play more of a factor in its development.

"We've been told cancer is a disease of abnormal genes. I'm increasingly convinced that's incorrect," Dr. Robert Nagourney, the medical and laboratory director of Long Beach-based Nagourney Cancer Institute, said. Nagourney is the senior author of the study and a member of the MemorialCare Health System Physician Society.

The study, published August 3 in *Oncotarget*, a journal dedicated to cancer research, was an international collaboration among 17 institutions and 35 co-investigators. More than 1,200 patients were studied.

"We found in this study that you don't 'get' cancer, you have it," Nagourney said. "If you have a predisposition, it may manifest as you grow older if you eat badly, smoke cigarettes, or become obese. We've found that all diseases are related. You can go from normal towards a state of obesity, diabetes, cardiovascular disease, and ultimately, a state of cancer." Nagourney described these diseases as a continuous condition.

The study examined the blood of more than 1,200 breast cancer patients through the process of mass spectrometry, a method that identifies minute quantities of sugars, amino



Dr. Robert Nagourney is the medical and laboratory director of Long Beach-based Nagourney Cancer Institute. He is the senior author of a recent study that shows poor lifestyle choices may influence development of cancer rather than genetics. He is pictured here with his former patient, lung cancer survivor Pat Merwin, who benefited from Dr. Nagourney's individualized approach to treating the disease. (Photograph by the Business Journal's Anne Artley)

acids and lipids in a patient's bloodstream. Researchers examined almost 200 different chemicals in the bloodstreams of patients with cancer and compared their findings to in-

dividuals without the disease. "We began to find that there were different metabolic features that distinguished the cancers," Nagourney said.

According to Nagourney, the study reveals that, rather than genetic mutations, cancer is caused by abnormalities in cell metabolism and energy. Nagourney described the study as a "game-changer" in the way the disease is treated. He explained that cells use altered metabolic pathways to survive if they do not have sufficient nutrients such as oxygen, sugars or proteins. "Cancer cells use normal genes abnormally," he said. "They use anything at their disposal to stay alive. Cancer is a disease of cell survival, not a disease of cell growth or proliferation."

"We think the future of cancer medicine will not be treatment, but prevention," Nagourney said. "Instead of DNA-damaging radiation or chemotherapy, we will focus on metabolic changes to change your energy production within the cellular milieu. . . there are things you can do in your 20s, 30s and 40s to prevent cancer in your 60s, 70s and 80s."

Although he began the original work on this particular study about 10 years ago, Nagourney said the institute has focused on this type of work for approximately two decades. He said he would like to continue expanding the approach to individualized treatments. "The platforms we use enable us to measure these [metabolic] effects in tissue. So, when a patient comes to see me, we can figure out what drugs and combinations work best for every patient the day we meet them."

According to Nagourney, additional studies are underway to apply the findings to other types of cancer. ■

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Long Beach Medical Center

Emergency Rooms Experiencing Increased, But Manageable, Patient Volumes

■ By **BRANDON RICHARDSON**
SENIOR WRITER

When it was announced that Community Hospital Long Beach was closing its doors, residents and community leaders voiced concerns about overburdening other emergency departments and urgent care facilities in the city. Six weeks after the closure, hospital representatives reported that the number of patient visits has been higher than usual this summer, but still well within their operational capacity.

“We’re seeing a natural increase over the last few years, and on top of that we’re seeing more people from Community [Hospital],” Dr. Bobby Massoudian, emergency department director at MemorialCare Long Beach Medical Center (LBMC) and president and CEO of the hospital’s emergency room (ER) group, said. “The advanced life support and basic life support ambulance traffic to us was a little overestimated as far as the



Dignity Health – St. Mary Medical Center handled nearly 55,000 emergency room visits from July 1, 2017, to June 30 of this year, according to President and CEO Carolyn Caldwell. Pictured, back row from left: Jeff Brewer, RN; Nicole Militello, RN; Albert Montes, emergency medicine assistant; David Montes, admitting; Guendolyn Johnson, admitting; Victor Hernandez, security; and Dr. Keith Stamler, emergency medicine physician. Front row from left: Lia Arredondo, RN; Ardel Avelino, senior director of clinic operations; Nancy Valla, chief nursing executive; Caldwell; Valerie Johnson-Booker, admitting; Ana Behmardian, nurse practitioner; and Rose Vargas, RN. (Photograph by the Business Journal’s Brandon Richardson)

predictions were concerned. We’re getting less than we thought.”

The ER at Long Beach Medical Center

has always been a high-volume facility, Massoudian explained, adding that operations have been business as usual. Though volume is up compared to previous years’ summer months, Massoudian said the ER could absorb a good amount of increased volume without resources such as beds and staff becoming strained.

Over the last four or five years, Massoudian said patient volumes in the ER have been increasing. One possible reason for the increase is the Affordable Care Act (ACA), he explained. Logically, the ACA should have reduced visits to the ER as primary care visits increased, according to Massoudian. However, due to difficulties related to seeing physicians in the primary care system, people are visiting ERs for non-emergency matters more frequently.

Five years ago, Massoudian said, 230 patients passing through the ER would have been considered a busy summer day. This summer, LBMC’s ER has averaged around 310 patients per day. Massoudian noted that winter is always busier, and that two years ago 310 patients per day was the norm for winter months. He added that hospital staff are curious what these numbers might mean for the upcoming winter season.

The state mandates a nursing staff-to-patient ratio of four to one, which Massoudian said LBMC has not had a problem maintaining. In terms of physicians, he said the ER is more than covered with five to seven physicians working at all times. The department also recently added an overnight dedicated pediatric physician. In addition to its own staff, Massoudian said the ER has senior residents from UC Irvine, UCLA and USC medical programs working as well.

In the last several years, LBMC has added hallway beds and focused on patient outflow to ensure arriving patients are seen

as quickly as possible. Nationwide, patient flow is an issue, Massoudian said. The department has plans to open a separate observation unit for patients who remain in the emergency department after being admitted to the hospital, which opens up other ER beds to increase patient flow efficiency.

“We have a physician in triage, which is a pretty unique thing for emergency departments. And we try to get people’s workups and tests initiated right when they come to the department,” Massoudian said. “That way, even if they don’t have a bed yet, they’re still having their workup done. We’d like everyone to have no wait, but that’s not realistic.”

An increased number of urgent care facilities are assisting ERs by absorbing some of their patients. Massoudian said LBMC gets a lot of urgent care referrals, which suggests that many other patients are being treated at urgent care facilities and not being referred to emergency departments.

From July 1, 2017, to June 30 of this year, St. Mary Medical Center handled nearly 55,000 emergency room visits, according to President and CEO Carolyn Caldwell. Dignity Health, which owns and operates St. Mary, has plans to make significant investments in the hospital, including a masterplan to meet seismic upgrade requirements per Senate Bill 1953. Investment also includes an expansion of the hospital’s emergency department to nearly double its current size.

The hospital’s emergency services include a Level II Trauma Center, a receiving center for patients suffering from a heart attack, stroke care and an Emergency Department Approved for Pediatrics. Caldwell noted that a new electrophysiology program will examine electrophysiological changes in the hearts

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MemorialCare Long Beach Medical Center's emergency department has experienced higher patient volume this summer than in previous years, according to department director Dr. Bobby Massoudian. The volume is partially due to natural increases the department has seen over the last several years, as well as diversions from the recently closed Community Hospital Long Beach, he added. (Photograph by the Business Journal's Brandon Richardson)

of heart attack patients. The hospital also has a new MRI machine for patients who experience claustrophobia.

"The hospital has seen an increase in utilization of emergency services this summer. In order to continue to provide excellent care for all patients . . . St. Mary has implemented a new throughput program to transition ER patients who are being admitted to the hospital to the appropriate department more efficiently, thus freeing up the ER bed for another patient," Caldwell said. "Dignity Health – St. Mary Medical Center is prepared to handle any additional patients that may result from the closure of Community Hospital."

At the regional level, Jennifer Bayer, vice president of external affairs for the Hospital Association of Southern Califor-

nia, said there are no emerging issues for emergency departments. She explained that for years the top issue has been the inappropriate use of emergency rooms by those who do not have access to a primary care physician.

Emergency department staffing is not an issue in the region, Bayer said. However, there is sometimes a lack of beds because they are occupied by patients who are not using ERs for the intended purpose of emergent care, she explained. This shortage has led to ERs adding hallway beds and examining other methods to increase patient throughput efficiency.

Mental or behavioral health crisis situations are another issue emergency departments have been coping with for years. Bayer said hospitals are looking at creating

other resources for people suffering from a mental or behavioral health crises in order to free up ER beds for other patients. Due to the nature of emergency department work, ERs are often bright and loud, which can be overstimulating and cause more distress for patients suffering from mental or behavioral health issues, she added.

Regarding the closure of Community Hospital, Bayer said she has not heard any concerns from impacted hospitals relative to an overwhelming increase in patient traffic. She noted the impact studies prior to the closure examined all potential issues, and that the area's remaining emergency departments will not have any trouble absorbing patients until Community Hospital reopens next year.

"Hospitals are very creative in how they're triaging their patient populations and getting them into alternative services. They remain very focused on throughput and getting people to the right level of care," Bayer said. "As an industry, the hospital world has been changing. Unique to Long Beach is what MemorialCare is doing – opening up more urgent care centers and trying to educate the public on appropriate use of an emergency department."

The Business Journal also reached out to Lakewood Regional Medical Center on South Street and to Los Alamitos Medical Center on Katella Avenue (which is Willow Street in Long Beach). Both hospitals, which are owned by Tenet Healthcare, are adjacent to a large number of Long Beach residents. A spokeswoman for Tenet told the Business Journal that the hospitals declined to comment. ■

New Community Hospital CEO Virg Narbutas Sets Sights On Reopening ER

■ By **SAMANTHA MEHLINGER**
 EDITOR

As the City of Long Beach and Molina Wu Network (MWN), the new selected operator for Community Hospital, continue lease negotiations for the property, incoming hospital CEO Virg Narbutas is focused on getting the facility up and running again by January 1, 2019 – with as many former employees working there as possible.

A 30-year resident of Long Beach, Narbutas lives in the Eastside, the area most impacted by the closure of Community Hospital's emergency room in late June. He noted that, when emergency rooms close, ambulances are redirected to hospitals further away. "You close an emergency room and any [resulting] delay is life threatening," he said.

Narbutas emphasized, "My focus now is to get that hospital open. I don't want to delay."

Narbutas has served in management roles at Southern California hospitals since 1985, when he took his first such position at Lakewood Regional Medical Center, then

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called Doctors Hospital of Lakewood. He holds a master's degree in public health from the University of California, Los Angeles' health care management program.

"I started as a financial analyst and worked my way up through the ranks to become the chief operating officer over there," Narbutas said of his work at Doctors Hospital. After taking the job, Narbutas purchased his home in Long Beach and soon met his wife, also an employee at the hospital.

In 1994 Narbutas moved on to Kindred Healthcare, a long-term acute care hospital system. He managed hospitals in Westminster, Ontario and La Brea for the system over the course of 10 years. When he took the job, the Ontario hospital had recently been sold to Kindred, and was just reopening, he recalled. "I was there from the start. And we were very successful there," he said.

In 2006, Narbutas became CEO of West Anaheim Medical Center and La Palma Intercommunity Hospital, facilities under the operation of Prime Healthcare Services. Again with West Anaheim Medical Center, Narbutas had come into a situation where his new employer had just purchased a hospital. "We stabilized them financially," he said. "I like to find ways I can make things more efficient and improve the quality." West Anaheim was recognized by health care data and analytics firm Truven Health Analytics as one of the top 100 hospitals in the nation five times in five years under his tenure, he noted. La Palma also once received the same recognition.

"You'll see from my background that I don't move around a lot. I like to settle in



Virg Narbutas, the appointed CEO of Community Hospital Long Beach, has been given a security badge to access the hospital campus while the transition to its new owner, Molina, Wu, Network LLC, continues. Narbutas is pictured with maintenance staff at the hospital. From left are: Kevin Brow, Kenneth Millette, Narbutas and Randy Carter. (Photograph by the Business Journal's Anne Artley)

and I like to see things improve for the long term," Narbutas said. When he first steps in to oversee a new hospital, he focuses on stabilizing the institution both financially and from a workforce standpoint by reducing turnover, he noted.

Narbutas was originally hired by AHMC Healthcare, a hospital system and one of the partners in MWN, as vice president less than a year ago. "They had hired me to help them with all of their hospitals, and particularly the one in Anaheim," he said. But when AHMC joined with managed care organization Network Medical Management and Mario and John Molina, former executives of Molina Healthcare, to put together a bid package to take over Community Hospital, plans changed for Narbutas. "They asked me if I would be interested in being the CEO of this hospital. Of course, I said yes," Narbutas said.

MemorialCare Health System shut down Community Hospital on July 1, about eight

months after it had announced that the facility would have to close by June 30, 2019 due to noncompliance with state seismic regulations. Executives from the health system contended that it would be too costly to reconfigure or retrofit the hospital. After the announcement, the hospital lost too many employees to sustain operations through 2019, as its former CEO, John Bishop, previously told the Business Journal. MemorialCare put its license to operate the hospital in suspension, thereby allowing it to be transferred to MWN, rather than the firm having to apply for an entirely new license.

"Everybody knows that every day that ER is closed, it's not good for the community," Narbutas said. "So I think [state] licensing [staff] understands that, and they are going to be working with us to accelerate that process." He added, "We hope to have that done before January, because obviously we need that license in hand to be able to open the doors."

For the license to be transferred, MWN must reopen the hospital with the same services and number of beds as it had under MemorialCare, according to Narbutas. This includes 158 beds, 28 of which are dedicated for mental health care and the remainder for acute care.

As John Molina previously informed the Business Journal in an interview in early July, MWN and the City of Long Beach had been pushing for MemorialCare to keep the hospital open during the transition period, but that did not come to pass.

Now, as the city and MWN continue to negotiate the lease for the site, and as an architecture firm hired by the city works on designs to reconfigure the facility to meet seismic code, Narbutas is working to get the hospital back open. He estimated that a final lease agreement would be hashed out within two weeks.

"Our goal with the city is to have a lease agreed upon by the end of this month so that it can be taken to city council next month for approval, and then have it executed in the beginning of October," Narbutas said.

Currently, MemorialCare is still paying for the site's maintenance and security, but the city intends to take that over in September, Narbutas estimated. "Then, as soon as we get the lease, they'll move things over to us," he explained.

MemorialCare has also been in the process of removing equipment from the site, and may ultimately sell some equipment there to MWN, according to Narbutas. "Memorial has identified some equipment that they don't necessarily need. So we're going to be talking to Memorial about purchasing that equipment so it's not going to waste," he said. "There are a lot of IT issues that need to be looked at, [such

as] switching phones and servers. We're working on transferring the security badge system to us. It's all these things that are little but important." He noted that the city plans to place a fence around the property for security in coming weeks.

Narbutas is working to put together a management team for the hospital. "I am putting together an executive team of people who are going to be working with me: HR, a chief nursing officer, a chief financial officer," he said. "I have a core group of people who are going to help me organize and get everybody in place. . . . We have a lot of work to do getting all our policies in place."

Once a management team is hired and the lease agreement finalized, Narbutas will turn his focus to hiring on maintenance staff, department heads and other employees.

As many as 300 former Community Hospital employees have expressed interest in returning to work at the hospital, Narbutas noted. "Obviously if they want to come back I want them back, because those are the people who are going to be committed and dedicated," he said.

After it reopens, the hospital is permitted to operate until June 30, 2019, when it will fall out of compliance with seismic regulations. Narbutas explained that MWN will request an extension with the Office of Statewide Health Planning and Development through January 2020. In order to bring the facility into compliance, more time will be needed, so MWN and the city intend to pursue state legislation to grant a further extension, Narbutas explained. "A lot is hinging on an extension from the state from legislation," he said, noting that it would need to go through the next legislative session in 2019.

While designs have not been finalized, the basic plan is to consolidate services in the historic portion of the hospital, dubbed the "heritage building," which is already in compliance with state seismic code. This would require decreasing the total number of hospital beds to 40 or 50, Narbutas said.

Working with city staff and officials has been "fantastic," Narbutas said, naming 4th District Councilmember Daryl Supernaw, Economic Development Director John Keisler and the Manager of Government Affairs Diana Tang specifically. "It's like all you have to do is just say, 'we need this,' and then people will rally around it," he reflected.

"This is my hometown. I want to do the best for the residents here," Narbutas said. "It is a hospital with a long history and legacy, and I want to see it continue and flourish. And I know once we're in there operating it will be financially viable and it will continue for generations." ■



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charts and lists in this edition of the Business Journal – and in each \$100,000 Club listing since 2009 – have been based on paychecks issued August 1. Overtime pay is not included.

As reflected in the chart below, the number of full-time employees fell sharply during the 2010 through 2013 period – going from 4,774 down to 3,948 – as the effects of the recession impacted city revenue. Since 2013, as the economy improved, revenue grew and new efficiencies were implemented, employment has steadily increased. In the past two years, nearly 220 full-time employees have been added to the city workforce, based on August 1 payroll comparisons.

Pensions

As salaries increase, so does the cost to taxpayers for employee pensions. As has been widely reported, cities have grappled with the issue for years, and are often forced to reduce services and the number of employees to ensure payments to the pension fund are met. Analysts and consultants who have studied the issue agree that pension costs are “unsustainable.”

Long Beach has been more proactive than most cities in addressing the pension dilemma. In 2006, then-Mayor Bob Foster was successful in convincing union reps and councilmembers to implement several changes to the system – including a second tier for new hires. The new tier altered the percent used in determining the pension amount due an employee, and raised the age at which the benefit begins. (Refer to chart at right for formulas.) His action provided immediate cost savings through increased employee contributions to their pensions, but the real impact will be realized when employees hired since 2006 begin retiring. According to City Manager Pat West’s FY19 budget message, the pension reform efforts are saving the city \$13.8 million per year in the General Fund.

It could have been much worse without the reforms, but the challenge remains. The city is entering the new budget year with \$1.528 billion in unfunded liabilities – a 29% one-year increase – most of it due to pension costs, which increased by nearly \$300 million (see chart on Page 27). West states in the proposed city budget:

“Unfunded liabilities are costs for services already delivered, but the cost has not yet been paid for in full and are not yet funded. When applied to employee benefits, which are the major components of service costs, the unfunded liability represents the unfunded portion of the cost of benefits that employees will accrue over their working careers with an employer. The principal causes of unfunded liabilities for employee benefits generally are lower than expected investment earnings on system assets, benefit enhancements especially when made retroactive, and under-funding.

“With the recent changes to the CalPERS [California Public Employees Retirement

City Of Long Beach Pension Formulas

	Miscellaneous Employees	Police	Fire	Lifeguards
Classic – Inactive In effect for employees hired prior to 2006. No longer available	2.7% @ 55	3.0% @ 50	3.0% @ 50	3.0% @ 50
Classic – Active Went into effect after 2006 for non-sworn (miscellaneous) personnel and in 2012 for sworn personnel	2.5% @ 55	2.0% @ 50	2.0% @ 50	3.0% @ 50
PEPRA California Public Employees Retirement System Reform Act of 2013 (PEPRA) is for new hires by PERs definition after Jan. 1, 2013	2.0% @ 62	2.7% @ 57	2.7% @ 57	2.7% @ 57

Source: City of Long Beach Human Resources Department. Note: Some city employees do not participate or are not eligible. “Classic” Example: A police officer with 25 years on the job and a salary of \$100,000 retires at age 50. The officer would receive \$75,000 a year for life (25 years x 3 = 75% x \$100,000 = \$75,000). Under PEPRA, that same officer would need to wait until age 57 to receive a full pension. The officer would receive \$67,500 a year for life (25 years x 2.7 = 67.5% x \$100,000 = \$67,500).

System] investment policies, the city will be on track to pay off the unfunded pension liability in approximately 30 years through increased contributions.”

Big Decline In Dues-Paying Members Of Four City Unions

All current memorandums of understanding with the city’s unions – save one – expire on September 30, 2019. However, the big news impacting public unions is the recent U.S. Supreme Court decision that fair share payments are illegal unless the employee consents.

That may be the reason why the number of dues-paying members associated with four of the city’s employee unions fell sharply in the past year.

According to data supplied by the city, the percentage of city employees paying dues to one of the city unions fell from 88.5% as of July 21, 2017, to 65% on July 21, 2018 (see chart on Page 27). The largest union, the International Association of Machinists & Aerospace Workers (IAM), representing more than 2,900 city workers, took the biggest hit. Its dues-paying members dropped from 87.5% a year ago to 52.5% this year. The Association of Long Beach Employees (ALBE), a new union whose members split from IAM more than a year ago, also experienced a big loss, going from 97.8% a year ago to 68.5%.

(Please Continue To Next Page)

A Decade Of Long Beach \$100,000 Club Members By Department Groupings

The listing of salaries for the “\$100,000 Club” is presented on the following pages in three sections:

1. One section, or grouping of departments, is referred to as the City Manager Departments-General, which include employees within these 12 departments in which the city manager has input on salaries: airport; city manager; development services; economic and property development; financial management; health & human services; human resources; library services; energy resources; parks, recreation & marine; public works; and technology services.
2. The second section is City Manager Departments-Police/Fire, and includes employees with the police and fire departments as well as disaster preparedness. The city manager has no control over their salaries or is he involved in labor negotiations.
3. The last section is known as Non-City Manager Departments and includes the employees working in the departments of: city auditor; city clerk; city prosecutor; civil service; harbor; law; legislative (mayor & city council); and water. The charts below indicate how many “\$100,000 Club” members there are in each of the three sections (e.g., about 16% of police/fire employees were club members in 2009, and in 2018 it’s 58.6%), the percentage of full-time employees who are club members, and how the numbers have changed during the past 10 years. All data is based on August 1 paychecks for each year.

Based On August 1st Payroll	City Manager Departments-General			City Manager Departments-Police/Fire			Non-City Manager Departments		
	Full-Time Department Employees	# Employees Base Salary \$100,000+	% Employees Base Salary \$100,000+	Full-Time Department Employees	# Employees Base Salary \$100,000+	% Employees Base Salary \$100,000+	Full-Time Department Employees	# Employees Base Salary \$100,000+	% Employees Base Salary \$100,000+
2009	2,120	139	6.56%	1,871	299	15.98%	754	141	18.70%
2010	2,195	141	6.42%	1,798	292	16.24%	781	141	18.05%
2011	2,004	135	6.74%	1,707	317	18.57%	805	141	17.52%
2012	1,844	133	7.21%	1,627	581	35.71%	810	148	18.27%
2013	1,659	153	9.22%	1,508	598	39.66%	781	170	21.77%
2014	1,716	208	12.12%	1,578	636	40.30%	831	204	24.55%
2015	1,736	235	13.54%	1,597	653	40.89%	858	231	26.92%
2016	1,748	239	13.67%	1,586	670	42.24%	876	242	27.63%
2017	1,815	268	14.77%	1,621	934	57.62%	879	260	29.58%
2018	1,883	272	14.77%	1,657	975	58.60%	889	268	30.15%

Source: City of Long Beach. Employee counts are for full-time employees who received a paycheck on August 1 of each year.

(Continued From Page 29)

In an e-mail response to a Business Journal question, Alex Basquez, the city’s director of human resources, stated, “The difference in the number of employees paying dues/agency shop for IAM, ALBE, Long Beach Supervisors Employee Association, and Long Beach Association of Engineering Employees is due to elimination of agency shop fees. The City was required to cease processing ‘agency shop’ fees as a result of the United States Supreme Court decision in the case of *Janus v AFSCME*, which held mandatory ‘fair share’ or ‘agency shop’ fees are a violation of the First Amendment.” Basquez added that the agency shop fees stopped effective June 23, 2018. ■

Notes About Salary Listings:

- Salary amounts were derived by multiplying the employee’s hourly rate as of August 1, 2018 by 2,088 hours.
- Salary amounts for Long Beach Police and Fire Department employees include skill pays, 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 others).
- In some instances, positions have been grouped (e.g., Police Officers, Fire Engineers), although there may be slight differences in their actual salaries.
- “NI” – also shown in the listings as NI – refers to a general salary increase and/or a step increase per an existing Memorandum of Understanding (MOU).
- “New Person” refers to a new employee that was hired for the position.
- “Salary Adj” means a Salary Adj was made to the position’s salary to better reflect comparable salaries for the position in other cities and industry standards.
- 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, “A Decade Of Long Beach \$100,000 Club Members By Department Groupings.”

City Manager Departments – Non-Public Safety

\$100,000-Plus Base Salary (Asterisk indicates management position)

Position	Department	Aug. 1 Salary	Percent Change	Reason
City Manager*	City Manager	271,387	2.0%	Salary Adj
Assistant City Manager*	City Manager	257,188	2.0%	NI
Director of Public Works*	Public Works	227,620	5.1%	Salary Adj & NI
Director of Long Beach Airport*	Airport	221,577	2.0%	NI
Director of Development Services*	Development Services	220,999	-0.8%	New Person
Director of Financial Management*	Financial Management	220,953	2.0%	NI
Director of Human Resources*	Human Resources	220,949	3.2%	Salary Adj & NI
Director of Health & Human Services*	Health & Human Services	220,692	7.1%	Salary Adj & NI
Director of Parks, Recreation & Marine*	Parks, Recreation & Marine	218,501	2.0%	New Person
Director-Long Beach Gas & Oil*	Energy Resources	213,281	2.0%	NI
Director of Library Services*	Library Services	209,138	2.0%	NI
Director of Economic Development*	Economic Development	208,082	2.0%	NI

Position	Department	Aug. 1 Salary	Percent Change	Reason
Director of Technology Services*	Technology Services	204,999	-3.4%	New Person
Deputy City Manager*	City Manager	204,002	2.0%	NI
Deputy Director/City Engineer*	Public Works	203,000	2.0%	NI
City Health Officer*	Health & Human Services	187,271	2.0%	NI
Deputy Director-Development Services*	Development Services	187,267	2.0%	NI
Manager-Gas & Oil Operations*	Energy Resources	179,937	2.0%	NI
Assistant Director-Financial Management*	Financial Management	178,856	0.0%	Vacant
Deputy Director-Airport*	Airport	176,869	2.0%	NI
Public Health Physician	Human Resources	176,869	2.0%	NI
Deputy Director-Human Resources*	Human Resources	176,460	0.0%	Vacant
Manager-Property Services*	Economic Development	169,585	2.0%	NI
Deputy Dir-Parks, Recreation and Marine*	Parks, Recreation & Marine	166,464	2.0%	NI
Manager-Traffic & Transportation*	Public Works	166,464	0.0%	New Position
Manager-Business Information Services*	Technology Services	166,464	2.0%	NI
Manager-Technology Infrastructure Services*	Technology Services	166,464	2.0%	NI
Superintendent-Building & Safety*	Development Services	166,091	2.0%	NI
Exec Dir-Reg Workforce Investment Board*	Economic Development	165,561	2.0%	NI
Division Engineer-Oil Properties*	Energy Resources	163,271	2.0%	NI
City Treasurer*	Financial Management	162,378	2.0%	NI
Manager-Electric Generation*	Energy Resources	161,802	2.0%	NI
Division Eng-Oil Properties (2 positions)*	Energy Resources	161,772	2.0%	NI
Public Health Physician	Health & Human Services	159,535	2.0%	NI
Manager-Environmental Services*	Public Works	159,180	2.0%	NI
Manager-Public Service*	Public Works	157,101	2.0%	NI
Geologist II	Energy Resources	157,083	6.1%	NI
Petroleum Engineer II (2 positions)	Energy Resources	157,083	6.1%	NI
Manager-Risk & Occupational Health Svcs*	Human Resources	156,880	2.0%	NI
Manager-Planning Bureau*	Development Services	155,041	0.0%	Vacant
General Superintendent-Development Svcs*	Development Services	154,743	2.0%	NI
Manager-Airport Operations*	Airport	154,008	2.0%	NI
Manager-Administration & Financial Svcs*	Airport	154,008	2.0%	NI
Assistant City Engineer*	Public Works	152,940	2.0%	NI
Project Management Officer*	Public Works	152,940	2.0%	NI
Airport Engineer Officer*	Airport	150,857	2.0%	Salary Adj & NI
Manager-Financial Controls*	Financial Management	149,047	2.0%	NI
Manager-Fleet Services*	Financial Management	148,237	2.0%	NI
Manager-Business Relations*	Financial Management	147,736	2.0%	NI
City Controller*	Financial Management	147,672	7.5%	Salary Adj & NI
Manager-Engineering & Construction*	Energy Resources	147,185	0.0%	Vacant
Manager-Labor Relations*	Human Resources	146,935	-4.5%	New Person
Administrative Officer*	Technology Services	146,528	2.0%	NI
Manager-Commun. & Governmental Affairs*	City Manager	146,000	0.0%	New Position
Manager-Commercial Services*	Financial Management	145,607	0.0%	Vacant
Treasury Operations Officer*	Financial Management	145,188	2.0%	NI
Manager-Housing & Neighborhood Svcs*	Development Services	145,000	0.0%	New Person

City Employees: Full-Time And Part-Time As Of August 1, 2018, 2017 And 2016

(Average Employees On Payroll Based On 26 Payroll Periods)

City Department	2018 Total	Permanent	Part-Time	Percent	2017 Total	Permanent	Part-Time	Percent	2016 Total	Permanent	Part Time	Percent
	Employees	Full Time	Employees	Part Time	Employees	Full-Time	Employees	Part-Time	Employees	Full Time	Employees	Part Time
Airport	101	95	6	5%	96	92	4	4%	94	90	4	4%
City Auditor	18	16	2	11%	18	17	1	6%	18	17	1	6%
City Clerk	23	13	10	43%	16	14	2	13%	19	15	4	21%
City Manager	43	42	1	2%	45	40	5	11%	43	41	2	5%
City Prosecutor	40	34	6	15%	40	34	6	15%	42	34	8	19%
Civil Service	21	15	6	29%	20	13	7	35%	24	14	10	42%
Development Services	171	161	10	6%	173	159	14	8%	170	156	14	8%
Disaster Preparedness*	81	79	2	2%	70	69	1	1%	5	5	0	0%
Economic Development	66	56	10	15%	46	40	6	13%	12	12	0	0%
Energy Resources**	213	208	5	2%	208	201	7	3%	203	198	5	2%
Financial Management	131	120	11	8%	124	114	10	8%	116	104	12	10%
Fire	637	471	166	26%	628	457	171	27%	636	461	175	28%
Harbor	529	498	31	6%	532	497	35	7%	533	497	36	7%
Health & Human Services	316	275	41	13%	309	273	36	12%	302	258	43	14%
Human Resources***	42	38	4	10%	50	47	3	6%	85	76	9	11%
Law	64	64	1	2%	65	63	2	3%	63	62	1	2%
Legislative (Mayor & City Council)	54	42	12	22%	49	40	9	18%	50	41	9	18%
Library Services	177	77	100	56%	170	77	93	55%	164	75	89	54%
Parks, Recreation & Marine	667	197	470	70%	670	202	468	70%	700	198	502	72%
Police	1,188	1,107	81	7%	1,173	1,095	78	7%	1,199	1,120	79	7%
Public Works	533	490	43	8%	492	453	39	8%	478	427	51	11%
Technology Services	130	124	6	5%	122	117	5	4%	117	113	4	3%
Water	228	208	20	9%	222	201	21	9%	217	196	22	10%
Totals	5,473	4,429	1,044	19%	5,338	4,315	1,023	19%	5,290	4,210	1,080	20%

Source: City of Long Beach. *Police and Fire dispatchers transferred to Disaster Preparedness and Emergency Communications in 2017. *Formerly known as Long Beach Oil & Gas. **Workforce Development staff transferred to Economic Development in 2017. • Notes: Part-Time includes Permanent Part Time, Temporary Part Time and Seasonal Part Time. Seasonal Part Time accounts for about 88% 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/lifeguards). • For the Legislative Department, the 9 part time employees are councilmembers.

Position	Department	Aug. 1		Reason	Position	Department	Aug. 1		Reason
		Salary	Percent Change				Salary	Percent Change	
Superintendent-Engineering*	Energy Resources	145,000	0.0%	New Person	Assistant to the City Manager*	City Manager	130,050	2.0%	NI
Data Center Officer*	Technology Services	142,800	2.0%	NI	Manager-Support Services-Health*	Health & Human Services	130,050	2.0%	NI
Advance Planning Officer*	Development Services	142,564	7.1%	Salary Adj & NI	Manager-Environmental Health*	Health & Human Services	129,712	2.0%	NI
Treasury Operations Officer*	Financial Management	142,399	2.0%	NI	Manager-Community Health*	Health & Human Services	129,008	2.0%	NI
Geologist II	Energy Resources	141,892	0.0%	New Person	Manager-Preventive Health*	Health & Human Services	129,008	2.0%	NI
Manager-Customer Service-Technology Svcs*	Technology Services	141,494	2.0%	NI	Assistant to the City Manager	City Manager	128,697	9.1%	Salary Adj & NI
Manager-Business Operations*	Public Works	141,439	2.0%	NI	Capital Projects Coordinator IV	Public Works	128,560	7.3%	NI
Manager-Recreation Services*	Parks, Recreation & Marine	141,016	2.0%	NI	Manager-Main Library Services*	Library Services	128,489	2.0%	NI
Construction Services Officer*	Public Works	140,922	2.0%	NI	Fleet Finance Officer*	Financial Management	128,153	2.0%	NI
Senior Structural Engineer	Development Services	140,703	6.1%	NI	Manager-Gas Services*	Energy Resources	127,894	2.0%	NI
Business Info Tech Officer (2 positions)*	Technology Services	138,941	2.0%	NI	Financial Systems Officer*	Financial Management	127,499	0.0%	New Position
Wireless Communications Officer*	Technology Services	138,941	2.0%	NI	Manager-Special Events & Filming*	City Manager	126,114	2.0%	NI
Business Information Systems Officer*	Technology Services	138,941	4.0%	Salary Adj & NI	Petroleum Operations Coord I (3 positions)	Energy Resources	125,431	4.0%	NI
Telecommunications Officer*	Technology Services	138,941	0.0%	New Person	Public Information Officer*	City Manager	124,999	3.9%	New Person
Manager-Marine Operations*	Parks, Recreation & Marine	138,065	2.0%	NI	Special Projects Officer*	Financial Management	124,999	0.0%	New Position
Cyber Security Officer*	Technology Services	138,000	2.0%	NI	City Safety Officer*	Human Resources	124,849	2.0%	NI
Manager-Code Enforcement*	Development Services	137,643	0.0%	Vacant	Manager-Branch Library Services*	Library Services	122,567	2.0%	New Person
General Superintendent of Operations	Public Works	137,332	2.0%	NI	Redevelopment Project Officer*	Economic Development	122,507	2.0%	NI
Manager-Administration & Financial Svcs*	Development Services	136,917	2.0%	NI	Human Resources Officer*	Human Resources	122,455	9.1%	Salary Adj & NI
Building Inspections Officer*	Development Services	136,267	2.0%	NI	Human Resources Officer*	Human Resources	122,400	0.0%	Vacant
Current Planning Officer*	Development Services	135,775	2.0%	NI	Superintendent-Traffic Operations*	Public Works	122,394	2.0%	NI
Manager-Business Operations*	Energy Resources	135,253	2.0%	NI	Real Estate Officer*	Economic Development	122,246	2.0%	NI
Manager-Housing Authority*	Health & Human Services	135,253	2.0%	NI	Business Systems Specialist VI (7 positions)	Technology Services	121,854	2.0%	NI
Manager-Animal Care Services*	Parks, Recreation & Marine	134,518	2.0%	NI	Communication Specialist VI (3 positions)	Technology Services	121,854	2.0%	NI
Senior Civil Engineer (3 positions)	Development Services	134,185	6.1%	NI	Systems Support Specialist VI	Technology Services	121,854	2.0%	NI
Senior Civil Engineer (3 positions)	Public Works	134,185	6.1%	NI	Senior Civil Engineer	Airport	121,482	11.7%	NI
Senior Traffic Engineer	Public Works	134,185	6.1%	NI	Senior Traffic Engineer	Public Works	121,482	11.7%	NI
Assistant City Traffic Engineer*	Public Works	132,602	0.0%	Vacant	Neighborhood Resources Officer*	Development Services	121,305	2.0%	NI
Manager-Maintenance Operations*	Parks, Recreation & Marine	131,674	2.0%	NI	Civil Engineer	Development Services	121,219	6.1%	NI
Assistant City Controller (2 positions)*	Financial Management	130,653	2.0%	NI	Civil Engineer (3 positions)	Public Works	121,219	6.1%	NI
Budget Management Officer*	Financial Management	130,653	2.0%	NI					

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

Department	Full-Time Employees	Club Members	% Club Members
Fire	471	332	70.5%
Police	1,107	639	57.7%
Law	63	27	42.9%
City Auditor	16	6	37.5%
Harbor	498	180	36.1%
Human Resources	38	12	31.6%
City Manager	42	13	31.0%
Technology Services	124	38	30.6%
City Prosecutor	34	9	26.5%
Development Services	161	41	25.5%
Financial Management	120	28	23.3%
City Clerk	13	3	23.1%
Civil Service	15	3	20.0%
Water	208	37	17.8%
Economic Development	56	8	14.3%
Airport	95	12	12.6%
Energy Resources	208	26	12.5%
Public Works	490	47	9.6%
Health & Human Services	275	25	9.1%
Parks, Recreation & Marine	197	17	8.6%
Legislative (Mayor & City Council)	42	3	7.1%
Library Services	77	5	6.5%
Disaster Preparedness	79	4	5.1%
Totals	4,429	1,515	34.2%

Source: City of Long Beach. *As of August 1, 2018.

City Of Long Beach Unions And Their Members (as of July 21 each year)

Union (Association) Name	2018			2017		
	Employees Represented	Dues/Agency Shop Paying	Percent Paying	Employees Represented	Dues/Agency Shop Paying	Percent Paying
International Association of Machinists & Aerospace Workers	2,949	1,549	52.5%	2,795	2,445	87.5%
ALBE (Association of Long Beach Employees)	704	482	68.5%	726	710	97.8%
Long Beach Supervisors Employees Association	89	64	71.9%	85	85	100.0%
Long Beach Police Officers Association	852	766	89.9%	867	791	91.2%
Long Beach Firefighters Association	375	372	99.2%	374	372	99.5%
Long Beach Association of Engineering Employees	311	249	80.1%	309	299	96.8%
Long Beach Management Association	362	212	58.6%	311	205	65.9%
Long Beach Lifeguard Association	195	165	84.6%	189	179	94.7%
Long Beach Association of Confidential Employees	46	no fees	n/a	40	no fees	n/a
Long Beach City Attorneys Association	34	no fees	n/a	34	no fees	n/a
Long Beach City Prosecutors Association	17	no fees	n/a	16	no fees	n/a
Totals	5,934	3,859	65.0%	5,746	5,086	88.5%

Source: City of Long Beach Note: Some employees do not pay dues (by choice), though they are represented by a union. It is possible to continue paying dues once you have moved to a different association.

Long Beach Unfunded Liability Comparison – Six-Year Period

(\$ in Millions)

	FY 19	FY 18	% Increase	FY 17	FY 16	FY 15	FY 14
Pensions	\$1,186	\$897	32.2%	\$723	\$834	\$943	\$692
Sick Leave	\$135	\$130	3.8%	\$130	\$134	\$119	\$119
Retiree Health Subsidy	\$50	\$43	16.3%	\$43	\$143	\$220	\$220
Workers' Compensation	\$156	\$114	36.8%	\$114	\$111	\$111	\$100
Total Unfunded Liabilities	\$1,528	\$1,185	28.9%	\$1,010	\$1,222	\$1,393	\$1,131

Source: City of Long Beach. According to the city: "Unfunded liabilities are costs for services already delivered, but the cost has not yet been paid for in full and are not yet funded. . . . With the recent changes to the CalPERS investment policies, the City will be on track to pay off the unfunded pension liability in approximately 30 years through increased contributions."

Skill Pay – All City Funds

	FY19 Proposed	FY18 Adopted	FY19-FY18 % Change	FY17	FY19-FY17 % Change	FY16	FY15	FY14
Fire Department	\$9,434,567	\$9,126,714	3.4%	\$7,018,135	34.4%	\$6,717,975	\$6,983,566	\$7,026,752
Police Department	\$13,925,758	\$15,039,610*	(7.4%)	\$10,912,093	27.6%	\$10,651,589	\$10,396,929	\$10,456,065
All Other Departments	\$1,423,452	\$1,403,723	1.4%	\$1,683,751	(15.5%)	\$1,696,717	\$1,643,285	\$2,105,238
Totals	\$24,783,777	\$25,570,047	(3.1%)	\$19,613,979	26.4%	\$19,066,282	\$19,023,780	\$19,588,055

Source: City of Long Beach. *Due to limitations in the city's accounting systems, some step increases were included as skill pay in FY18, according to the city's financial services department. As defined in the budget document, skill pay is "additional compensation for specialized skills that enhanced an employee's job performance." For example, an employee is paid extra for educational attainment, beginning with an associates of arts degree. Other examples include (for police) being a helicopter pilot, riding a motor, serving as a detective, for marksmanship, being bilingual, etc. The fire department has a its own set of specialized skills for which its employees receive additional compensation. The skill pay comparisons presented by the Business Journal are for the city's fiscal years beginning October 1 through September 30, and are in the salary data related to the "\$100,000 Club," which is based on August 1 paychecks each year.

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<u>Position</u>	<u>Department</u>	<u>Aug. 1 Salary</u>	<u>Percent Change</u>	<u>Reason</u>	<u>Position</u>	<u>Department</u>	<u>Aug. 1 Salary</u>	<u>Percent Change</u>	<u>Reason</u>
Housing Development Officer*	Development Services	120,011	-9.5%	New Person	Special Projects Officer*	Health & Human Services	106,081	2.0%	NI
Manager-Automated Services*	Library Services	119,819	2.0%	NI	Financial Services Officer*	Development Services	106,002	0.0%	New Person
Superintendent-Operations*	Parks, Recreation & Marine	119,648	2.0%	NI	Housing Operations Program Officer*	Health & Human Services	106,000	0.0%	New Person
Assistant to the City Manager*	City Manager	119,645	2.0%	NI	Superintendent-Personnel & Training*	Parks, Recreation & Marine	106,000	1.8%	New Person
Revenue Management Officer*	Financial Management	119,600	2.0%	NI	Veterinarian	Parks, Recreation & Marine	105,315	2.0%	NI
Admin Officer-Public Works (2 positions)*	Public Works	119,600	2.0%	NI	Recreation Superintendent (3 positions)*	Parks, Recreation & Marine	105,090	2.0%	NI
Nutrition Services Officer*	Health & Human Services	119,520	2.0%	NI	Superintendent-Fleet Maintenance*	Public Works	105,081	2.0%	NI
Park Development Officer*	Parks, Recreation & Marine	118,606	2.0%	NI	Nurse Practitioner (2 positions)	Health & Human Services	104,641	2.0%	NI
Administrative Officer*	Financial Management	118,604	2.0%	NI	Systems Support Specialist V	Technology Services	104,589	2.0%	NI
Budget Analysis Officer*	Financial Management	118,139	2.0%	NI	Business Systems Specialist VI (2 positions)	Technology Services	104,589	2.0%	NI
Budget Management Officer*	Financial Management	118,139	2.0%	NI	Business Systems Specialist V	Technology Services	104,589	0.0%	New Person
Special Projects Officer*	Airport	118,001	0.0%	New Position	Communication Specialist VI	Technology Services	104,589	0.0%	New Person
Plan Checker-Fire Prevention II	Development Services	117,967	6.0%	NI	Superintendent-Park Maintenance*	Parks, Recreation & Marine	104,491	2.0%	NI
Gas Pipeline Compliance Officer*	Energy Resources	117,565	2.0%	NI	Mechanical Engineer	Energy Resources	104,247	11.7%	NI
Plan Checker-Plumbing II	Development Services	117,446	6.0%	NI	Civil Engineer (2 positions)	Public Works	104,247	6.1%	NI
Plan Checker-Electrical II	Development Services	117,446	6.0%	NI	Assistant to the City Manager*	City Manager	104,038	2.0%	NI
Special Projects Officer*	Public Works	117,302	2.0%	NI	Special Projects Officer*	City Manager	104,034	2.0%	NI
Controls Operations Officer*	Financial Management	117,300	-1.4%	New Person	Community Information Officer*	Development Services	104,029	2.0%	NI
Gas Supply Officer*	Energy Resources	117,045	2.0%	NI	Special Projects Officer (2 positions)*	Health & Human Services	104,000	0.0%	New Position
Noise Abatement Officer*	Airport	116,953	0.0%	Vacant	Recreation Superintendent*	Parks, Recreation & Marine	103,030	0.0%	Vacant
Veterinarian	Parks, Recreation & Marine	116,849	9.1%	NI	Admin Analyst IV-Confidential (5 positions)	Financial Management	102,034	2.0%	NI
Laboratory Services Officer*	Health & Human Services	116,653	2.0%	NI	Administrative Analyst III	Financial Management	102,034	10.0%	NI
SERRF Operations Officer*	Energy Resources	116,287	2.0%	NI	Development Project Manager II	Health & Human Services	102,034	2.0%	NI
Clinical Services Officer*	Health & Human Services	116,279	11.8%	New Person	Administrative Analyst IV-Confidential	Human Resources	102,034	2.0%	NI
Capital Project Coordinator IV	Public Works	116,099	0.0%	New Person	Capital Projects Coordinator II (3 positions)	Public Works	102,034	2.0%	NI
Occupational Health Services Officer*	Human Resources	116,016	2.0%	NI	Facilities Management Officer*	Airport	102,001	-2.9%	New Person
Neighborhood Improvement Officer*	Development Services	115,899	2.0%	NI	Special Projects Officer*	Economic Development	101,990	0.0%	Vacant
Plan Checker-Mechanical II	Development Services	115,880	6.1%	NI	Traffic Engineering Associate II	Public Works	101,583	5.0%	NI
Petroleum Engineer I	Energy Resources	115,849	0.0%	NI	Civil Engineering Associate (3 positions)	Public Works	101,583	6.1%	NI
Business Systems Specialist VI	Technology Services	115,832	2.0%	NI	Principal Building Inspector	Development Services	101,423	0.0%	New Person
Assistant to the City Manager*	City Manager	115,788	2.0%	NI	Financial Services Officer*	Parks, Recreation & Marine	100,417	0.0%	Vacant
Administration Assistant-City Manager*	City Manager	115,788	2.0%	NI					
Administration Officer-Airport*	Airport	115,776	2.0%	NI					
Human Resources Officer*	Human Resources	115,588	0.0%	New Position					
Civil Engineer	Development Services	115,446	11.7%	NI					
Civil Engineer	Public Works	115,446	11.7%	NI					
Mechanical Engineer	Energy Resources	115,446	11.7%	NI					
Physician Assistant (2 positions)	Human Resources	114,960	0.0%	New Persons					
Administrative Services Officer*	Economic Development	114,436	2.0%	NI					
Superintendent-Street Maintenance*	Public Works	114,240	-9.2%	New Person					
Accounting Operations Officer*	Financial Management	113,950	2.0%	NI					
Homeless Services Officer*	Health & Human Services	113,614	7.1%	Salary Adj & NI					
Planner V	Development Services	112,983	2.0%	NI					
Facilities Management Officer*	Public Works	112,904	2.0%	NI					
Purchasing Agent*	Financial Management	112,666	-8.0%	New Person					
Administrative Officer*	Energy Resources	112,363	2.0%	NI					
Special Projects Officer-Public Works*	Public Works	112,201	0.0%	New Position					
Administration Officer-Development Svcs*	Development Services	112,155	2.0%	NI					
Superintendent-Operations*	Energy Resources	112,130	0.0%	Vacant					
Financial Services Officer*	Energy Resources	111,447	2.0%	NI					
Nursing Services Officer*	Health & Human Services	111,322	2.0%	NI					
Special Projects Officer-Housing*	Health & Human Services	111,322	2.0%	NI					
Community Information Officer*	Parks, Recreation & Marine	111,236	2.0%	NI					
Superintendent-Fleet Acquisition*	Public Works	110,495	2.0%	NI					
Financial Services Officer*	Health & Human Services	110,368	2.0%	NI					
Administrative Officer*	Health & Human Services	110,368	2.0%	NI					
Plan Checker-Fire Prevention I	Development Services	110,354	5.9%	NI					
Principal Construction Inspector	Energy Resources	110,266	5.8%	NI					
Capital Projects Coordinator III	Airport	110,055	7.3%	NI					
Capital Projects Coordinator III (3 positions)	Public Works	110,055	7.3%	NI					
Physician Assistant	Health & Human Services	110,055	2.0%	NI					
Business Systems Specialist V (6 positions)	Technology Services	110,055	2.0%	NI					
Communication Specialist V	Technology Services	110,055	2.0%	NI					
Systems Support Specialist V (2 positions)	Technology Services	110,055	2.0%	NI					
Chief Construction Inspector	Public Works	110,003	11.7%	NI					
Recycling & Sustainability Officer*	Public Works	110,001	0.0%	Vacant					
Civil Engineer	Airport	109,698	11.7%	NI					
Senior Traffic Engineer	Public Works	109,698	0.0%	New Person					
Plan Checker-Fire Prevention I (2 positions)	Development Services	109,310	6.0%	NI					
Video Communications Officer*	Technology Services	109,241	2.0%	NI					
Airport Operations Officer*	Airport	109,235	9.1%	Salary Adj & NI					
Administration Officer-Library Services*	Library Services	109,139	2.4%	New Person					
Special Projects Officer*	Public Works	108,523	6.8%	Salary Adj & NI					
Financial Services Officer*	Financial Management	108,308	2.0%	NI					
Superintendent-Refuse & Street Sweeping*	Public Works	108,120	-12.6%	New Person					
Principal Building Inspector (5 positions)	Development Services	107,657	5.9%	NI					
Business Services Officer*	Financial Management	107,553	9.1%	Salary Adj & NI					
Development Project Manager III	Economic Development	107,369	0.0%	New Person					
Real Estate Project Coordinator III	Economic Development	107,369	2.0%	NI					
Transportation Planner III	Public Works	107,369	2.0%	NI					
Stormwater/Environment Compliance Officer*	Public Works	107,100	1.8%	New Person					
Superintendent-Pipeline Maintenance*	Energy Resources	106,640	2.0%	NI					
Principal Building Inspector (2 positions)	Development Services	106,613	6.0%	NI					
Department Safety Officer*	Human Resources	106,231	2.0%	NI					
Environmental Health OPS Officer*	Health & Human Services	106,121	2.0%	NI					
Superintendent-Park Maintenance*	Parks, Recreation & Marine	106,121	2.0%	NI					
Planner IV (4 positions)	Development Services	106,102	2.0%	NI					

City Manager Departments – Public Safety									
\$100,000-Plus Base Salary (Asterisk indicates management position)									
<u>Position</u>	<u>Department</u>	<u>Aug. 1 Salary</u>	<u>Percent Change</u>	<u>Reason</u>	<u>Position</u>	<u>Department</u>	<u>Aug. 1 Salary</u>	<u>Percent Change</u>	<u>Reason</u>
Chief of Police*	Police	252,494	3.0%	NI	Chief of Police*	Police	252,494	3.0%	NI
Fire Chief*	Fire	249,618	3.0%	NI	Fire Chief*	Fire	249,618	3.0%	NI
Deputy Chief of Police (3 positions)*	Police	224,762	3.0%	NI	Deputy Chief of Police (3 positions)*	Police	224,762	3.0%	NI
Dir-Disaster Preparedness/Emer Commun*	Disaster Preparedness	216,403	2.0%	NI	Dir-Disaster Preparedness/Emer Commun*	Disaster Preparedness	216,403	2.0%	NI
Deputy Fire Chief (3 positions)*	Fire	209,518	3.0%	NI	Deputy Fire Chief (3 positions)*	Fire	209,518	3.0%	NI
Assistant Fire Chief (3 positions)*	Fire	197,296	3.0%	NI	Assistant Fire Chief (3 positions)*	Fire	197,296	3.0%	NI
Police Commander (12 positions)*	Police	193,701	3.0%	NI	Police Commander (12 positions)*	Police	193,701	3.0%	NI
POA President-Police Lieutenant	Police	186,054	3.0%	New Person	POA President-Police Lieutenant	Police	186,054	3.0%	New Person
Battalion Chief (3 positions)	Fire	175,533	5.9%	NI	Battalion Chief (3 positions)	Fire	175,533	5.9%	NI
Marine Safety Chief*	Fire	173,279	3.0%	NI	Marine Safety Chief*	Fire	173,279	3.0%	NI
Battalion Chief (6 positions)	Fire	170,338	3.0%	NI	Battalion Chief (6 positions)	Fire	170,338	3.0%	NI
Police Lieutenant (11 positions)	Police	167,236	3.0%	NI	Police Lieutenant (11 positions)	Police	167,236	3.0%	NI
Police Lieutenant (7 positions)	Police	162,643	3.0%	NI	Police Lieutenant (7 positions)	Police	162,643	3.0%	NI
Battalion Chief	Fire	160,867	7.9%	NI	Battalion Chief	Fire	160,867	7.9%	NI
Police Lieutenant (2 positions)	Police	158,880	3.0%	NI	Police Lieutenant (2 positions)	Police	158,880	3.0%	NI
Police Lieutenant (5 positions)	Police	157,717	0.0%	New Person	Police Lieutenant (5 positions)	Police	157,717	0.0%	New Person
Fire Captain	Fire	155,914	2.9%	NI	Fire Captain	Fire	155,914	2.9%	NI
Police Lieutenant (2 positions)	Police	154,227	0.0%	New Person	Police Lieutenant (2 positions)	Police	154,227	0.0%	New Person
Police Lieutenant	Police	153,520	3.0%	NI	Police Lieutenant	Police	153,520	3.0%	NI
Battalion Chief	Fire	153,509	0.0%	New Person	Battalion Chief	Fire	153,509	0.0%	New Person
Police Sergeant (5 positions)	Police	147,874	3.0%	NI	Police Sergeant (5 positions)	Police	147,874	3.0%	NI
Manager-Administration*	Disaster Preparedness	146,528	2.0%	NI	Manager-Administration*	Disaster Preparedness	146,528	2.0%	NI
Fire Captain (2 positions)	Fire	146,407	3.0%	NI	Fire Captain (2 positions)	Fire	146,407	3.0%	NI
Police Sergeant (25 positions)	Police	146,204	3.0%	NI	Police Sergeant (25 positions)	Police	146,204	3.0%	NI
Police Lieutenant	Police	146,183	0.0%	New Person	Police Lieutenant	Police	146,183	0.0%	New Person
Fire Captain (8 positions)	Fire	144,101	3.0%	NI	Fire Captain (8 positions)	Fire	144,101	3.0%	NI
Police Sergeant (2 positions)	Police	143,403	3.0%	NI	Police Sergeant (2 positions)	Police	143,403	3.0%	NI
Police Sergeant (15 positions)	Police	142,988	3.0%	NI	Police Sergeant (15 positions)	Police	142,988	3.0%	NI
Fire Captain (22 positions)	Fire	142,612	3.0%	NI	Fire Captain (22 positions)	Fire	142,612	3.0%	NI
Police Sergeant (13 positions)	Police	140,630	3.0%	NI	Police Sergeant (13 positions)	Police	140,630	3.0%	NI
Manager-Disaster Management*	Disaster Preparedness	140,233	0.0%	Vacant	Manager-Disaster Management*	Disaster Preparedness	140,233	0.0%	Vacant
Manager-Administration*	Fire	139,859	2.0%	NI	Manager-Administration*	Fire	139,859	2.0%	NI
Fire Captain	Fire	139,849	3.0%	NI	Fire Captain	Fire	139,849	3.0%	NI
Manager-Business Operations*	Police	139,152	2.0%	NI	Manager-Business Operations*	Police	139,152	2.0%	NI
Police Sergeant (9 positions)	Police	138,536	3.0%	NI	Police Sergeant (9 positions)	Police	138,536	3.0%	NI
Fire Captain (29 positions)	Fire	138,361	3.0%	NI	Fire Captain (29 positions)	Fire	138,361	3.0%	NI
Police Sergeant (8 positions)	Police	137,413	3.0%	NI	Police Sergeant (8 positions)	Police	137,413	3.0%	NI
Fire Engineer (2 positions)	Fire	135,802	10.5%	NI	Fire Engineer (2 positions)	Fire	135,802	10.5%	NI
Police Sergeant (5 positions)	Police	135,744	3.0%	NI	Police Sergeant (5 positions)	Police	135,744	3.0%	NI
Fire Captain (2 positions)	Fire	135,600	3.0%	NI	Fire Captain (2 positions)	Fire	135,600	3.0%	NI
Jail Administrator*	Police	135,255	2.0%	NI	Jail Administrator*	Police	13		

<u>Position</u>	<u>Department</u>	<u>Aug. 1 Salary</u>	<u>Percent Change</u>	<u>Reason</u>	<u>Position</u>	<u>Department</u>	<u>Aug. 1 Salary</u>	<u>Percent Change</u>	<u>Reason</u>
Marine Safety Captain	Fire	127,451	8.3%	NI	Principal Deputy City Attorney*	Law	188,820	4.0%	Salary Adjustment & NI
Police Corporal (3 positions)	Police	126,408	3.0%	NI	Executive Officer to the Board*	Harbor	187,916	0.0%	New Person
Firefighter (4 positions)	Fire	124,759	3.0%	NI	Senior Dir-Engineering Design/Maintenance*	Harbor	186,278	0.0%	Vacant
Fire Engineer (4 positions)	Fire	124,531	3.0%	NI	Executive Officer to the Board*	Harbor	184,232	0.0%	Vacant
Police Sergeant (2 positions)	Police	124,218	0.0%	New Person	Assistant City Auditor*	City Auditor	178,507	0.0%	
Firefighter (4 positions)	Fire	124,122	3.0%	NI	Director of Information Management*	Harbor	177,476	2.0%	NI
Forensic Science Services Administrator*	Police	123,807	2.0%	NI	Deputy City Prosecutor IV	City Prosecutor	176,391	4.0%	NI
Fire Engineer (22 positions)	Fire	122,862	3.0%	NI	Principal Deputy City Attorney*	Law	175,710	4.0%	Salary Adjustment & NI
Police Sergeant (2 positions)	Police	122,822	0.0%	New Person	Director-Construction Management*	Harbor	172,592	-0.5%	NI
Fire Captain	Fire	122,246	0.0%	New Person	Director of Security*	Harbor	172,252	-3.7%	New Person
Police Officer (10 positions)	Police	122,229	3.0%	NI	Director-Real Estate*	Harbor	171,751	2.0%	NI
Marine Safety Captain	Fire	122,223	13.5%	NI	Director-Engineering Design*	Harbor	169,374	2.0%	NI
Firefighter (8 positions)	Fire	121,996	3.0%	NI	Director-Maintenance*	Harbor	169,374	5.5%	Salary Adjustment & NI
Police Corporal	Police	121,756	3.0%	NI	Director-Engineering*	Water	169,046	0.0%	Vacant
Police Sergeant	Police	121,002	0.0%	New Person	Director-Human Resources-Harbor*	Harbor	168,382	0.0%	Vacant
Police Officer (35 positions)	Police	120,764	3.0%	NI	Deputy City Attorney	Law	167,627	8.2%	Salary Adjustment & NI
Fire Captain	Fire	120,654	11.6%	NI	Director-Program Management*	Harbor	167,036	2.0%	NI
Plan Checker-Fire Prevention II	Fire	119,950	0.0%	New Person	Director-Human Resources-Harbor*	Harbor	167,036	2.0%	NI
Firefighter (6 positions)	Fire	119,871	3.0%	NI	Director-Business Development*	Harbor	167,036	2.0%	NI
Administration Officer-Police*	Police	119,645	2.0%	NI	Director-Finance*	Harbor	167,034	2.0%	NI
Fire Engineer (12 positions)	Fire	119,247	3.0%	NI	Director-Project Controls*	Harbor	165,567	3.1%	Salary Adjustment & NI
Administrative Officer*	Fire	119,001	1.5%	New Person	Principal Deputy City Attorney*	Law	165,408	4.0%	Salary Adjustment & NI
Police Officer (54 positions)	Police	118,671	3.0%	NI	Deputy City Attorney	Law	164,306	6.1%	Salary Adjustment & NI
Fire Engineer (10 positions)	Fire	118,397	3.0%	NI	Director-Tenant Services & Operations*	Harbor	163,697	2.0%	NI
Firefighter	Fire	118,370	6.7%	NI	Director-Environmental Planning*	Harbor	163,697	2.0%	NI
Marine Safety Captain	Fire	118,022	10.8%	NI	Director-Master Planning*	Harbor	163,697	2.0%	NI
Plan Checker-Fire Prevention II (2 positions)	Fire	117,967	6.0%	NI	Director-Government Relations*	Harbor	163,697	2.0%	NI
Police Officer (76 positions)	Police	117,293	3.0%	NI	Director of Risk Management*	Harbor	163,697	2.0%	NI
Firefighter (8 positions)	Fire	117,108	3.0%	NI	Director-Transportation Planning*	Harbor	163,697	2.0%	NI
Special Projects Officer*	Disaster Preparedness	115,999	0.0%	New Position	Director-Survey*	Harbor	163,697	2.0%	NI
Fire Engineer (10 positions)	Fire	115,392	6.5%	NI	Deputy City Attorney (3 positions)	Law	163,177	12.0%	Salary Adjustment & NI
Firefighter (9 positions)	Fire	114,983	3.0%	NI	Assistant Director-Information Management*	Harbor	163,023	5.6%	Salary Adjustment & NI
Financial Services Officer*	Police	114,444	2.0%	NI	Manager-Engineering (3 positions)*	Water	161,900	2.0%	NI
Police Officer (92 positions)	Police	114,208	3.0%	NI	Director of Communications*	Harbor	160,691	-5.6%	New Person
Fire Engineer (8 positions)	Fire	114,146	3.0%	NI	Assistant Director-Engineering Design*	Harbor	158,036	6.5%	Salary Adjustment & NI
Criminalist Supervisor	Police	112,983	2.0%	NI	Deputy City Attorney	Law	156,659	4.0%	NI
Administration Officer-Police*	Police	112,743	2.0%	NI	Assistant Director-Security Support*	Harbor	156,594	2.0%	NI
Police Sergeant (3 positions)	Police	112,353	0.0%	New Person	Assistant Dir Security-Homeland Security*	Harbor	153,524	0.0%	Vacant
Firefighter (2 positions)	Fire	112,190	3.0%	NI	City Clerk*	City Clerk	153,194	3.6%	By Charter
Police Officer (64 positions)	Police	112,134	3.0%	NI	Construction Services Officer*	Water	153,000	0.0%	New Person
Police Records Administrator*	Police	111,324	9.1%	Salary Adj & NI	Director-Government/Public Affairs*	Water	152,940	2.0%	NI
Firefighter (4 positions)	Fire	111,157	3.0%	NI	Deputy Chief Harbor Engineer II (7 positions)	Harbor	152,720	6.1%	NI
Marine Safety Captain	Fire	110,907	0.0%	New Person	Manager-Intermodal Operations*	Harbor	151,376	2.0%	NI
Police Officer (39 positions)	Police	110,738	3.0%	NI	Senior Program Manager (5 positions)	Harbor	148,544	6.1%	NI
Fire Engineer (9 positions)	Fire	110,535	3.0%	NI	Assistant Director-Finance*	Harbor	148,408	0.0%	Vacant
Firefighter (13 positions)	Fire	110,520	3.0%	NI	Manager-Project Controls*	Harbo	148,408	0.0%	New Person
Police Officer (24 positions)	Police	108,918	3.0%	NI	City Mayor*	Legislative	147,837	3.6%	By Charter
Firefighter (12 positions)	Fire	108,181	3.0%	NI	Assistant Director-Environmental Planning*	Harbor	146,899	2.0%	NI
Marine Safety Sergeant-BT-OP (5 positions)	Fire	107,665	10.2%	NI	Assistant Dir-Comm/Community Relations*	Harbor	146,893	4.6%	New Person
Emergency Medical Educator (2 positions)	Fire	107,369	2.0%	NI	Assistant Director-Human Resources*	Harbor	146,503	4.3%	New Person
Police Officer (3 positions)	Police	107,248	3.0%	NI	Deputy City Attorney	Law	146,257	6.1%	Salary Adjustment & NI
Firefighter (19 positions)	Fire	107,089	3.0%	NI	Assistant Director-Business Development*	Harbor	146,156	2.0%	NI
Plan Checker-Fire Prevention II	Fire	106,768	11.4%	NI	Assistant Director-Real Estate*	Harbor	146,156	2.0%	NI
Fire Engineer (2 positions)	Fire	105,434	3.0%	NI	Chief of Staff-Mayor*	Legislative	145,762	5.7%	Salary Adjustment & NI
Firefighter (23 positions)	Fire	104,994	3.0%	NI	Deputy Chief Harbor Engineer II	Harbor	145,449	1.1%	NI
Police Sergeant	Police	104,209	0.0%	New Person	Manager-Business Applications*	Harbor	145,296	0.0%	Vacant
Police Officer (30 positions)	Police	104,032	7.8%	NI	Water Treatment Superintendent*	Water	145,006	2.0%	NI
Criminalist II-Miscellaneous (3 positions)	Police	102,034	2.0%	NI	Manager-Financial Planning & Analysis*	Harbor	144,946	2.0%	NI
Criminalist II-Miscellaneous	Police	102,034	2.0%	NI	Deputy City Attorney	Law	144,618	7.2%	Salary Adjustment & NI
Criminalist II-Miscellaneous	Police	102,034	2.0%	NI	Deputy City Auditor*	City Auditor	143,710	0.0%	Vacant
Special Projects Officer*	Disaster Preparedness	101,959	2.0%	NI	Senior Program Manager-Water	Water	141,471	0.0%	New Person
Police Officer (15 positions)	Police	101,938	3.0%	NI	Manager-Technological Security*	Harbor	141,145	2.0%	NI
Firefighter (11 positions)	Fire	101,805	3.0%	NI	Manager-Engineering Technology*	Harbor	140,936	2.0%	NI
Marine Safety Officer (2 positions)	Fire	101,496	0.0%	New Person	Manager-Contract Compliance*	Harbor	140,936	2.0%	NI
					Senior Structural Engineer	Harbor	140,703	6.1%	NI
					Assistant City Clerk*	City Clerk	140,506	2.0%	NI
					Manager-Administration*	Water	140,456	2.0%	NI
					Manager-Information Services*	Water	138,924	2.0%	NI
					Manager-Environmental Remediation*	Harbor	138,789	2.1%	NI
					Manager-Water Quality Practices*	Harbor	138,789	2.1%	NI
					Deputy Director-Civil Service*	Civil Service	138,720	0.0%	New Position
					Manager-Safety/Business Continuity*	Harbor	138,597	2.0%	NI
				By Charter	Manager-Sustainable Practices*	Harbor	138,590	2.0%	NI
				NI	Manager-Air Quality Practices*	Harbor	138,534	2.0%	NI
				Vacant	Business Systems Specialist VII	Water	138,371	2.0%	NI
				Salary Adjustment & NI	Manager of Accounting*	Harbor	138,173	2.0%	NI
				NI	Deputy City Attorney	Law	137,213	8.2%	NI
				NI	Manager-Emergency Management*	Harbor	136,802	2.0%	NI
				Salary Adjustment & NI	Manager-CEQA/NEPA Practices*	Harbor	136,128	2.0%	NI
				Vacant	Deputy City Auditor*	City Auditor	136,113	0.0%	
				By Charter	Manager-Security Operations*	Harbor	135,719	2.0%	NI
				NI	Manager-Transportation Development*	Harbor	135,687	5.6%	Salary Adjustment & NI
				New Position	Director-Finance*	Water	134,295	2.0%	NI
				By Charter	Environmental Remediation Specialist II	Harbor	134,185	6.1%	NI
				New Position	Senior Civil Engineer (19 positions)	Harbor	134,185	6.1%	NI
				Salary Adjustment & NI	Senior Civil Engineer (2 positions)	Water	134,185	6.1%	NI
				NI	Senior Traffic Engineer (2 positions)	Harbor	134,185	6.1%	NI

Non-City Manager Departments

\$100,000-Plus Base Salary (Asterisk indicates management position)

<u>Position</u>	<u>Department</u>	<u>Aug. 1 Salary</u>	<u>Percent Change</u>	<u>Reason</u>
Chief Executive-Harbor Department*	Harbor	351,201	0.0%	
Assistant Executive Director-Harbor*	Harbor	296,013	0.0%	
City Attorney*	Law	294,012	3.6%	By Charter
General Manager-Water*	Water	278,460	2.0%	NI
Capital Programs Executive*	Harbor	255,466	0.0%	Vacant
Assistant City Attorney*	Law	245,433	4.0%	Salary Adjustment & NI
Managing Director*	Harbor	241,032	2.0%	NI
Managing Director (3 positions)*	Harbor	236,217	2.0%	NI
Assistant General Manager-Water*	Water	235,158	3.1%	Salary Adjustment & NI
Managing Director (2 positions)*	Harbor	230,289	0.0%	Vacant
City Prosecutor*	City Prosecutor	229,974	3.6%	By Charter
Assistant City Attorney*	Law	228,636	2.0%	NI
Assistant General Manager-Water*	Water	219,999	0.0%	New Position
City Auditor*	City Auditor	218,756	3.6%	By Charter
Deputy General Manager-Engineering*	Water	207,059	0.0%	New Position
Executive Director-Civil Services*	Civil Service	201,209	5.1%	Salary Adjustment & NI
Senior Director-Program Delivery*	Harbor	190,003	2.0%	NI
Assistant City Prosecutor*	City Prosecutor	189,170	4.0%	Salary Adjustment & NI

(Continued From Page 33)

Position	Department	Aug. 1 Salary	Percent Change	Reason	Position	Department	Aug. 1 Salary	Percent Change	Reason
Senior Scheduler (3 positions)	Harbor	134,185	6.1%	NI	Intermodal Operations Coordinator	Harbor	102,034	0.0%	New Person
Legal Administrator-Attorney*	Law	133,485	4.0%	NI	Communications Officer	Harbor	102,034	2.0%	NI
Deputy City Attorney	Law	131,955	10.4%	Salary Adjustment & NI	Port Risk Manager II	Harbor	102,034	2.0%	NI
Manager of Master Planning*	Harbor	131,930	0.0%	Vacant	Deputy City Auditor (2 positions)*	City Auditor	101,982	-17.2%	New Persons
Business Systems Specialist VII	Water	131,786	0.0%	New Person	Civil Engineering Associate (7 positions)	Harbor	101,583	6.1%	NI
Manager-Security Operations*	Harbor	130,499	2.0%	NI	Civil Engineering Associate (1 position)	Water	101,583	6.1%	NI
Manager-Commercial Trade-Import Cargo*	Harbor	130,499	2.0%	NI	Traffic Engineering Associate II	Harbor	101,583	6.1%	NI
Manager-Utilities*	Harbor	130,499	2.0%	NI	Environmental Specialist Associate (2 pos)	Harbor	101,583	6.1%	NI
Manager-Facilities Maintenance*	Harbor	130,499	2.0%	NI	Executive Assistant-City Attorney*	Law	101,567	4.0%	NI
Manager-Grants Administration*	Harbor	130,499	2.0%	NI	Legal Technologist-Prosecutor	City Prosecutor	100,241	2.0%	NI
Manager-Business Development*	Harbor	130,499	2.0%	NI	Office Systems Analyst II	Harbor	100,191	0.0%	New Person
Manager-Bus Development-Export Cargo*	Harbor	130,499	2.0%	NI					
Manager-Revenue*	Harbor	130,499	2.0%	NI					
Manager-Commercial Trade-Ocean Carriers*	Harbor	130,497	2.0%	NI					
Manager-Labor Compliance Administration*	Harbor	130,497	2.0%	NI					
Manager-Harbor Marine*	Harbor	130,446	-7.4%	New Person					
Senior Civil Engineer	Water	129,257	0.0%	New Person					
Office Systems Analyst III (10 positions)	Harbor	128,560	2.0%	NI					
Port Planner V	Harbor	128,560	2.0%	NI					
Capital Projects Coordinator IV	Harbor	128,560	0.0%	New Person					
Senior Civil Engineer	Water	127,796	0.0%	New Person					
Superintendent-Water Construction*	Water	127,499	2.0%	NI					
Project Scheduler II (2 positions)	Harbor	127,266	6.1%	NI					
Manager-Infrastructure Maintenance*	Harbor	125,431	-2.0%	New Person					
Manager-Workers Compensation*	Law	125,245	4.0%	NI					
Manager-Water Quality*	Water	124,901	6.1%	Salary Adjustment & NI					
Superintendent-Water Services*	Water	124,404	6.1%	Salary Adjustment & NI					
Deputy City Attorney	Law	122,962	8.2%	Salary Adjustment & NI					
Senior Civil Engineer	Water	122,526	0.0%	New Person					
Special Projects Officer*	City Auditor	122,400	0.0%	New Position					
Civil Engineer (2 positions)	Water	122,263	6.1%	NI					
Office Systems Analyst III	Harbor	122,217	7.4%	NI					
Port Planner V	Harbor	122,217	0.0%	New Person					
Capital Projects Coordinator IV	Harbor	122,217	7.4%	NI					
Chief Construction Inspector	Water	121,774	11.6%	NI					
Manager-Security & Emerg Preparedness*	Water	121,726	2.0%	NI					
Senior Civil Engineer	Harbor	121,482	11.7%	NI					
Environmental Specialist II	Harbor	121,482	0.0%	New Person					
Civil Engineer (5 positions)	Harbor	121,219	6.1%	NI					
Electrical Engineer	Harbor	121,219	6.1%	NI					
Environmental Specialist I (3 positions)	Harbor	121,219	6.1%	NI					
Deputy City Attorney	Law	119,952	0.0%	New Person					
Intermodal Operations Coordinator	Harbor	118,879	2.0%	NI					
Port Commercial Appraiser	Harbor	118,879	2.0%	NI					
Senior Port Leasing Officer	Harbor	118,879	2.0%	NI					
Deputy City Prosecutor IV (2 positions)	City Prosecutor	118,813	5.1%	Salary Adjustment & NI					
Deputy City Attorney	Law	116,615	13.5%	Salary Adjustment & NI					
Office Systems Analyst III	Harbor	116,099	0.0%	New Person					
Office Systems Analyst II	Harbor	115,983	2.0%	NI					
Port Financial Analyst III (2 positions)	Harbor	115,983	2.0%	NI					
Port Planner IV	Harbor	115,983	0.0%	New Person					
Office Systems Analyst II (2 positions)	Harbor	115,983	7.1%	NI					
Deputy City Attorney	Law	115,916	9.3%	Salary Adjustment & NI					
Chief of Staff-Prosecutor	City Prosecutor	115,488	2.0%	NI					
Chief Surveyor	Harbor	115,446	0.0%	New Person					
Civil Engineer	Harbor	115,446	10.6%	NI					
Manager-Budget & Rates*	Water	114,999	2.5%	New Position					
Deputy City Prosecutor I	City Prosecutor	114,544	6.1%	Salary Adjustment & NI					
Special Projects Officer*	Legislative	114,444	2.0%	NI					
Superintendent-Sewer Operations*	Water	114,444	2.0%	NI					
Chief Construction Inspector	Harbor	113,134	11.3%	NI					
Special Projects Officer*	Civil Service	112,572	7.1%	Salary Adjustment & NI					
Deputy City Attorney	Law	112,142	13.5%	NI					
Capital Projects Coordinator III	Harbor	111,516	2.0%	NI					
Office Systems Analyst II (2 positions)	Harbor	110,464	7.1%	NI					
Capital Projects Coordinator III (3 positions)	Harbor	110,055	2.0%	NI					
Port Leasing Sales Officer V (3 positions)	Harbor	110,055	2.0%	NI					
Civil Engineer	Water	109,698	0.0%	NI					
Superintendent-Support Services*	Water	109,241	0.0%	New Position					
Deputy City Attorney	Law	108,158	4.8%	NI					
City Clerk Bureau Manager*	City Clerk	107,528	0.0%	New Position					
Chief Wharfinger	Harbor	107,369	2.0%	NI					
Water Quality Organic Chemist	Water	107,369	2.0%	NI					
Project Scheduler I	Harbor	107,223	6.1%	NI					
Senior Surveyor (3 positions)	Harbor	107,196	5.0%	NI					
Chief of Staff - Council*	Legislative	106,463	0.0%	Vacant					
Principal Construction Inspector (3 positions)	Harbor	106,092	6.0%	NI					
Port Planner IV	Harbor	105,205	0.0%	NI					
Port Financial Analyst III	Harbor	105,205	7.1%	NI					
Office Systems Analyst II (2 positions)	Harbor	105,205	7.1%	NI					
Port Administrative Officer*	Harbor	104,399	2.0%	NI					
Civil Engineer (2 positions)	Harbor	104,247	0.0%	New Person					
Deputy City Prosecutor	City Prosecutor	103,900	6.1%	Salary Adjustment & NI					
Workers' Comp Claims Examiner III (2 pos)	Law	103,852	4.0%	NI					
Communications Officer	Harbor	103,495	3.5%	NI					
Water Treatment Supervisor I (2 positions)	Water	103,078	2.0%	NI					
Civil Engineering Associate	Water	103,044	7.6%	NI					

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

Position	Department	Aug. 1 Salary	Percent Change	Reason
Program Specialist-City Manager	City Manager	99,999	0.0%	New Position
Special Projects Officer-Public Works*	Public Works	99,962	0.0%	New Position
Administrative Officer*	Economic Development	99,909	0.0%	New Position
Business Systems Specialist IV	Financial Management	99,498	2.0%	NI
Business Systems Specialist IV (7 positions)	Technology Services	99,498	2.0%	NI
Safety Specialist III-Confidential	Human Resources	99,498	7.3%	NI
Business Systems Specialist V	Technology Services	99,421	7.3%	NI
Communication Specialist V	Technology Services	99,421	7.3%	NI
Civil Engineer	Development Services	99,056	0.0%	New Person
Airport Public Affairs Officer*	Airport	98,839	2.0%	NI
Planner III	Development Services	98,455	2.0%	NI
Surveyor (2 positions)	Public Works	98,409	6.1%	NI
Special Projects Officer*	Financial Management	98,317	7.1%	Salary Adj & NI
Executive Assistant to City Manager*	City Manager	97,925	2.0%	NI
Superintendent-Towing & Lien Sales*	Public Works	97,799	2.0%	NI
Construction Inspector II (5 positions)	Energy Resources	97,781	5.7%	NI
Planner V	Development Services	97,593	7.1%	NI
Public Health Nurse Supervisor	Health & Human Services	96,994	2.0%	NI
Capital Projects Coordinator I (3 positions)	Public Works	96,994	2.0%	NI
Traffic Signal Coordinator	Public Works	96,994	0.0%	NI
Senior Surveyor	Energy Resources	96,793	0.0%	New Person
Special Projects Officer*	Public Works	96,758	2.0%	NI
Civil Engineering Associate	Development Services	96,595	0.0%	New Person
Labor Compliance Officer*	Financial Management	96,330	0.0%	New Person
Senior Engineering Technology II (2 pos)	Public Works	96,054	6.1%	NI
Community Program Specialist V (2 pos)	Development Services	96,034	0.0%	New Person
Senior Librarian	Library Services	96,034	0.0%	New Person
Department Safety Officer*	Energy Resources	95,433	2.0%	NI
Senior Combination Building Insp (3 pos)	Development Services	95,172	0.0%	New Person
Special Projects Officer*	City Manager	94,998	0.0%	New Position
Construction Inspector II	Public Works	94,650	0.0%	New Person
Administrative Analyst III (2 positions)	Airport	94,573	2.0%	NI
Administrative Analyst III (3 positions)	Development Services	94,573	2.0%	NI
Community Development Analyst III	Development Services	94,573	2.0%	NI
Administrative Analyst III (2 positions)	Economic Development	94,573	2.0%	NI
Community Program Specialist V (5 positions)	Economic Development	94,573	2.0%	NI
Senior Accountant	Economic Development	94,573	2.0%	NI
Community Program Specialist V	Economic Development	94,573	0.0%	New Person
Administrative Analyst III (2 positions)	Energy Resources	94,573	2.0%	NI
Senior Accountant (3 positions)	Energy Resources	94,573	0.0%	New Person
Administrative Analyst III (2 positions)	Financial Management	94,573	2.0%	NI
Senior Accountant-Confidential	Financial Management	94,573	2.0%	NI
Administrative Analyst III (2 positions)	Health & Human Services	94,573	2.0%	NI
Senior Accountant	Health & Human Services	94,573	0.0%	New Person
Personnel Analyst III-Confidential (2 pos)	Human Resources	94,573	2.0%	NI
Senior Librarian (10 positions)	Library Services	94,573	0.0%	New Positions (Reclassification)
Administrative Analyst III	Library Services	94,573	2.0%	NI
Administrative Analyst III (6 positions)	Parks, Recreation & Marine	94,573	2.0%	NI
Administrative Analyst III (10 positions)	Public Works	94,573	2.0%	NI
Administrative Analyst III (2 positions)	Technology Services	94,573	2.0%	NI
Business Systems Specialist IV (2 positions)	Technology Services	94,573	0.0%	New Person
Systems Support Specialist IV (2 positions)	Technology Services	94,573	0.0%	New Person
Business Systems Specialist V	Technology Services	94,466	0.0%	New Person
Construction Inspector II	Energy Resources	93,867	0.0%	New Person
Superintendent-Park Maintenance*	Parks, Recreation & Marine	93,681	2.0%	NI
Senior Combination Building Insp (2 pos)	Development Services	93,606	0.0%	New Person
Senior Electrical Inspector	Development Services	93,606	0.0%	New Person
Construction Inspector II	Public Works	93,606	0.0%	New Person
Construction Inspector II	Airport	93,502	0.0%	New Person
Gas Distribution Supervisor II	Energy Resources	92,577	0.0%	New Person
Gas Maintenance Supervisor II (3 positions)	Energy Resources	92,577	0.0%	New Person
Public Health Professional III (2 positions)	Health & Human Services	92,160	2.0%	NI
Fleet Services Supervisor II	Public Works	92,160	-2.2%	NI
Supervisor-Facilities Maintenance	Public Works	92,160	0.0%	New Person
Construction Inspector II	Public Works	92,041	0.0%	New Person
Civil Engineering Associate	Public Works	91,937	0.0%	New Person
Traffic Engineering Associate II	Public Works	91,937	0.0%	New Person
Senior Combination Building Insp (2 pos)	Development Services	90,736	0.0%	New Person

City Manager Departments – Public Safety

\$90,000-\$99,999 Base Salary (Asterisk indicates management position)

Position	Department	Aug. 1 Salary	Percent Change	Reason
Firefighter (3 positions)	Fire	99,893	3.0%	3.0% NI
Marine Safety Sergeant-BT-OP	Fire	99,469	0.0%	New Person
Police Officer (14 positions)	Police	99,379	0.0%	New Persons
Special Projects Officer *	Police	98,839	2.0%	2.0% NI
Police Officer (22 positions)	Police	97,710	0.0%	New Persons
Criminalist IV-Miscellaneous	Police	97,593	0.0%	New Persons
Firefighter (7 positions)	Fire	96,919	3.0%	3.0% NI
Police Officer (14 positions)	Police	95,616	0.0%	New Persons
Marine Safety Officer	Fire	95,314	0.0%	New Person
Administrative Analyst III	Disaster Preparedness	94,573	0.0%	New Person
Administrative Analyst III	Fire	94,573	2.0%	NI
Administrative Analyst III (3 positions)	Police	94,573	2.0%	NI
Forensic Specialist Supervisor	Police	94,573	2.0%	NI
Firefighter (4 positions)	Fire	93,942	3.0%	NI
Police Officer (6 positions)	Police	91,344	0.0%	New Persons

Non-City Manager Departments – Non-Public Safety

\$90,000 to \$99,999 Base Salary (Asterisk indicates management position)

Position	Department	Aug. 1 Salary	Percent Change	Reason
Business Systems Specialist IV	Water	99,498	2.0%	NI
Principal Construction Inspector	Water	99,335	0.0%	New Person
Water Treatment Supervisor I	Water	99,185	0.0%	New Person
Geographic Information Systems Analyst III	Harbor	99,070	4.9%	NI
Civil Engineer (2 positions)	Harbor	99,056	0.0%	New Person
Water Treatment Operator IV	Water	98,956	3.9%	NI
Executive Assistant-City Attorney*	Law	98,780	4.0%	NI
Surveyor (4 positions)	Harbor	98,409	6.1%	NI
Audit Analyst	City Auditor	97,939	2.0%	NI
Port Financial Analyst II	Harbor	96,994	7.4%	NI
Legal Systems Support Specialist	Law	96,925	2.0%	NI
Chief of Staff-Council*	Legislative	96,900	0.0%	New Position
Garage Supervisor II	Water	96,752	0.0%	
Deputy City Prosecutor	City Prosecutor	96,737	0.0%	New Person
Water Utility Supervisor II	Water	96,647	0.0%	
Deputy City Prosecutor II	City Prosecutor	96,543	6.1%	Salary Adjustment & NI
Senior Engineering Technology II	Harbor	96,054	6.1%	NI

Position	Department	Aug. 1 Salary	Percent Change	Reason
Construction Inspector II (3 positions)	Water	95,485	0.0%	New Persons
Chief of Staff-Council*	Legislative	95,251	7.0%	Salary Adjustment & NI
Construction Inspector II (7 positions)	Harbor	95,172	0.0%	New Persons
Water Treatment Operator IV	Water	95,094	0.0%	New Person
Deputy City Attorney	Law	94,965	-19.8%	New Person
Water Utility Supervisor II	Water	94,664	0.0%	New Person
Administrative Analyst III (8 positions)	Harbor	94,573	2.0%	NI
Assistant Marketing Manager III	Harbor	94,573	2.0%	NI
Safety Specialist III	Harbor	94,573	0.0%	New Person
Administrative Analyst III (2 positions)	Water	94,573	2.0%	NI
Senior Accountant (2 positions)	Water	94,573	2.0%	NI
Assistant to Chief Executive*	Harbor	94,424	2.0%	NI
Construction Inspector II (4 positions)	Harbor	94,128	0.0%	New Persons
Chief of Staff-Council*	Legislative	93,840	6.6%	Salary Adjustment & NI
Senior Electrical Inspector	Harbor	93,606	0.0%	New Person
Civil Engineering Associate	Water	93,398	0.0%	New Person
Executive Assistant*	City Auditor	93,168	2.0%	NI
Water Utility Supervisor II	Water	93,099	0.0%	
Audit Manager	City Auditor	92,859	0.0%	New Person
Deputy City Prosecutor II	City Prosecutor	92,819	0.0%	New Person
Port Specialist V	Harbor	92,160	2.0%	NI
Port Communications Specialist V (2 positions)	Harbor	92,160	2.0%	NI
Port Trade Analyst	Harbor	92,160	2.0%	NI
Water Conservation Specialist (2 positions)	Water	92,160	0.0%	New Person
Construction Inspector II	Water	92,041	0.0%	New Person
Civil Engineering Associate (2 positions)	Harbor	91,937	0.0%	New Persons
Water Utility Supervisor II (2 positions)	Water	91,747	0.0%	New Persons
Senior Engineering Technology I (2 positions)	Harbor	91,283	0.0%	New Persons
Chief of Staff-Council*	Legislative	91,239	2.0%	NI
Construction Inspector II	Harbor	90,736	0.0%	New Person
Legal Assistant-Subrogation	Law	90,321	0.0%	New Person
Administrative Officer-Civil Service*	Civil Service	90,144	0.0%	New Person



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