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\$100,000 Club Increases By 27% In The Past Year

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

By **GEORGE ECONOMIDES**
Publisher's Analysis

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

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

About The \$100,000 Club

The Business Journal's "\$100,000 Club" was launched in the late 1990s; long before public sector salaries were available on the Internet for all to see. In 2009, the city manager's office offered to work directly with LBBJ staff to ensure accurate information was being presented. During the past nine years, the Business Journal has listed city salaries based on August 1 paychecks. This has allowed for an annual apples-to-apples comparison of salaries, benefits, pay increases, employee counts and other information – much of which is presented in charts and lists in this edition.

As the chart at right indicates, membership in the "\$100,000 Club" jumped by 45% in 2012, and this year increased by 27% – both jumps are tied to new memorandums of understanding with unions.

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Membership In The Long Beach \$100,000 Club

Year	# Of City Employees
2017	1,462
2016	1,151
2015	1,119
2014	1,048
2013	921
2012	862
2011	593
2010	574
2009	579
2008	578

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

Highest Paid Long Beach City Employees

Position	Department	Base Salary As Of August 1, 2017
Chief Executive-Harbor Department	Harbor	351,201
Assistant Executive Director-Harbor	Harbor	296,013
City Attorney**	Law	283,768
General Manager-Water	Water	273,000
City Manager*	City Manager	266,065
Capital Programs Executive	Harbor	255,466
Managing Director	Harbor	255,466
Assistant City Manager	City Manager	252,146
Chief of Police	Police	245,139
Fire Chief	Fire	242,349
Managing Director	Harbor	236,306
Assistant City Attorney	Law	235,901
Managing Director (4 Positions)	Harbor	230,289
Assistant General Manager-Water	Water	228,127
Assistant City Attorney	Law	224,153
Director of Development Services	Development Services	222,752
City Prosecutor**	City Prosecutor	221,961
Deputy Chief of Police (2 Positions)	Police	218,217
Director of Long Beach Airport	Airport	217,232
Director of Public Works	Public Works	216,656
Director of Financial Management	Financial Management	216,620
Director of Human Resources	Human Resources	214,199
Director of Parks, Recreation & Marine	Parks, Recreation & Marine	214,199
Director-Disaster Prep. & Emergency Comm.	Disaster Prep. & Emer. Comm.	212,160
Director of Technology Services	Technology Services	212,160
City Auditor**	City Auditor	211,133
Director-Long Beach Gas & Oil	Long Beach Gas & Oil	209,098
Deputy Chief of Police	Police	208,051
Director of Health & Human Services	Health & Human Services	206,062
Director of Library Services	Library Services	205,037
Director-Business & Property Development	Economic Development	204,002
Deputy Fire Chief (2 Positions)	Fire	203,415
Deputy Director/City Engineer	Public Works	203,000
Deputy City Manager	City Manager	200,000

Source: City of Long Beach. *City manager's salary set by city council. **Annual increases set by City Charter.

Board President Kellogg Discusses LBCC's Financial Hurdles, Strategies

By **SAMANTHA MEHLINGER**
Assistant Editor

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

Kellogg is the longest-serving boardmember, having been

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

As of spring 2017, enrollment at LBCC was 25,574 students, according to Kellogg. The school's high point for enrollment was more than 30,000, he said. Most of Southern California's community college districts are experiencing decreasing enrollment or no growth, he noted. "At most

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Too Aggressive Or Not Ambitious Enough? Mixed Feedback On Draft Clean Air Action Plan

By **SAMANTHA MEHLINGER**
Assistant Editor

The next iteration of the San Pedro Bay Ports Clean Air Action Plan was released as a draft document in mid-July, and various industry stakeholders are still combing through its pages as they formulate formal responses.

Initially, feedback appears

mixed. Some groups have expressed satisfaction with certain provisions in the document, while others are wary of its reliance on technologies that are not yet available and potential cost impacts to private industry. Still others argue the plan is not aggressive enough.

The plan has changed somewhat from what was included in a draft discussion document re-

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MILLENNIAL PULSE The Rise Of 'Intimidating' Women

By Assistant Editor Samantha Mehlinger

Sitting in the "drafts" folder of my work e-mail account is a haughty response to a PR person paid to hock the sexist drivel of a self-proclaimed matchmaking guru who is at the ready to be interviewed on the topic of how to

make your man comfortable when you're out-earning him. Because as it turns out, an increasing number of Millennial women are out-earning their male partners.

And, you know, straight (Please Continue To Page 5)



Encore Welding Holds Grand Opening Celebration

Signal Hill-based Encore Welding Supply hosted a party on August 11 to celebrate the opening of its new gas facility located at 2777 Raymond Ave. The event featured live musical performances by Tijuana Dogs and Joe Wood and the Lonely Ones. The event also included free food, 30 vendors, raffle prizes and more. Pictured from left: Frank McIlquham, Signal Hill Chamber of Commerce boardmember; Cynthia Piazza, chamber member; Allison Gallagher, field representative for Assemblymember Patrick O'Donnell; Shelley Mann, Encore senior operations manager; James Young, Encore distribution manager; Melissa Guy, chamber president; Ed Wilson, mayor of Signal Hill; Paul Anderson, Encore vice president and general manager; Ben Anderson, Encore president; A. C. Goins, Encore gas facility manager; Tom Benson, president-elect of the Signal Hill Rotary Club; and Keir Jones, Signal Hill city clerk. (Photograph by the Business Journal's Larry Duncan)



Gerot was recently selected by the Long Beach Board of Harbor Commissioners as the Port of Long Beach's new director of communications and community relations. She starts August 19. In this role, Gerot is responsible for overseeing media relations, crisis communications, community engagement and educational outreach. Her division coordinates with all divisions of the harbor department to inform the public about the port's operations as the second-busiest seaport in the United States. She leaves the city manager's office, where she had been serving as public affairs officer for nearly three years. Prior to that role, she held a similar position with the Long Beach Airport. Gerot holds a bachelor's degree in international relations and a master's degree in professional writing, both from the University of Southern California. . . . **Wally Hebeish**



Hebeish has been appointed as deputy chief overseeing the support bureau of the Long Beach Police Department. Police Chief Robert Luna announced Hebeish's promotion from commander earlier this month. Hebeish has served within LBPD for more than two decades. He was

Leadership Long Beach Board Of Directors

The new board of directors for Leadership Long Beach (LLB), a nonprofit organization dedicated to informing, activating and connecting community leaders to more meaningfully serve Long Beach, was announced on July 28 during an event at the Park Estates home of Judge Daniel Lowenthal. Pictured in the front row from left are boardmembers: Isaac Romero; Ryan Rayburn, president; Monica Daley, vice president of programs; Laura Doyle, secretary; Debbie Thorpe; Emily Woodman-Nance; Cait Yoshioaka, vice president of alumni relations; and Lowenthal. Middle row: boardmembers Danita Humphrey and Hallie Jane Culpepper. Back row: Dina Berg, vice president of fund development; Kandice Taylor-Sherwood, president-elect; Janet McCarthy; Robin Perry, member at-large; Shawna Wright; and Drew Schneider, treasurer. (Leadership Long Beach photograph)



promoted to sergeant in 2005, lieutenant in 2013, and commander in 2015. He mostly recently served as chief of staff to the police chief. . . . Alta Environmental, a Long Beach-based environmental and engineering consulting firm, has added five new employees to its team: **Courtney Henderson**, associate; **Scott Fan**, industrial specialist; **Jorge Robles**, industrial hygiene specialist; **Austin Kay**, water resource specialist; and **Kevin Villarama**, staff engineer. . . . Oregon-based Columbia Roofing & Sheet Metal hired **Mike Walker**, **Ron Walker** and **Terry Brown** to serve as members of the Long Beach Roofing Inc. (LBR) team, which Columbia acquired in 2015.

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

He has been in the industry for more than two decades, most recently working as a sales consultant with Bronco Roofing. Brown serves as a project manager for LBR. He has 36 years of roofing experience and most recently worked at Silvers Systems Inc. in Saint Petersburg, Florida. ■

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Since 2005 all major construction projects at the Aquarium of the Pacific have been designed and built to sustainable standards The Aquarium of the Pacific was the first aquarium in the nation with a carbon-neutral building, the Premier Watershed Classroom, which features a green roof, solar-powered lighting and fans, and recycled materials.

The remodel of the Aquarium's Pacific Collections gift store (pictured) earned the first 3 Green Globes® certification from the Green Building Initiative for a U.S. aquarium or zoo. The store's sustainable features include an expansive glazing system on the exterior glass wall with decorative film to help birds avoid collisions, several skylights and solar tubes for natural day lighting, and high recycled content flooring materials. Over 90 percent of the construction waste was sent to a recycling facility instead of diverting it to a landfill.

Pacific Visions, currently under construction, will be built to Green Globe standards that focus on water and energy conservation, environmentally friendly materials, local sourcing, greenhouse gas minimization, and other initiatives, making the building and infrastructure a contemporary example of sustainable design. To learn more about sustainable construction practices for this project, visit pacificvisions.org and click on Architecture.



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(Continued From Page 1)

Millennial ladies should clearly go out of their way to make men feel more comfortable about that.

The matchmaker's first tip? "Take a step back and let him lead." And it gets better. "They've climbed the work ladder and found success on their own, but power in the workplace doesn't always translate well at home. That drive to dominate is not an attractive relationship quality (for some men, at least)," the pitch read.

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

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

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

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

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

This is unequivocally dumb.

You know what my advice would be to women whose male partners can't handle their success? Give the guy a tissue box and tell him to call you when he's done mourning the demise of his machismo. (Insert sassy GIF of Beyoncé here.)

Allow me to set the record straight on something before I delve into this further. Women in the United States still, on average, make 21 cents less for every dollar men make for doing the exact same work. And, according to the United States Census Bureau, the median income of women aged 25 to 34 is \$11,000 less than those of men in the same age range. The gender pay gap is real. It's one thing Ivanka Trump and I agree on. (And that's about as far as I'll go with any Trump references this time. CNN's got the other 1,439 minutes of your day covered.)

But women are making headway. In 1987, about 18% of women made more than their husbands. In 2015, 38% of women earned more.

Overall, women's earnings are on the rise compared to decades past. The median in-

come of working women aged 25 to 34 rose from \$23,000 in 1975 to \$29,000 in 2015. Also, the share of women making \$60,000 grew from 2% of American women to 13% over the same time period. Personally, I'd like to see bigger gains than these. But they still represent progress.

In 1975, just under half of young women were employed. Today, two-thirds of Millennial women aged 25 to 34 are employed.

There are now more women with college degrees in the U.S. than men, whose average income levels are falling, according to the census.

What's going on here? Well, the priorities of young women are changing. An April report by the United States Census Bureau found that "between 1975 and 2016, the share of young women who were homemakers fell from 43% to 14% of all women aged 25 to 34."

Millennial women are also putting off marriage. "In 1995, women had a 59% chance of marrying by the age of 25. As of 2010, they had a 44% chance, a decline of 15 percentage points in just 15 years," the census report stated. But the chances of Millennial women being married by age 40 dropped only 2%, from 86% to 84%. In other words, women are almost just as likely to get married – but the likelihood they will do so at a young age has "fallen sharply," the report concluded.

What are we doing, if not settling down and having kids?

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

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

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

No. They are not.

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

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

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

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



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■ By **BRANDON RICHARDSON**
Senior Writer

Development News

\$15.3M For Airport Runway Upgrades

Earlier this month, the United States Department of Transportation's Federal Aviation Administration awarded Long Beach Airport (LGB) a \$15.3 million grant for infrastructure improvements to runway 7R-25L. As the busiest runway at the airport, 7R-25L is primarily used by general aviation for flight training by flight schools and flying clubs located on the south side of the airfield.

"The grant program funds various infrastructure projects, all of which help create more jobs in Long Beach. Credit goes to our airport engineering team for their efforts in applying for the grant, and to the FAA and Congressional Delegation for their support," LGB Director Jess Romo said in a press release. "An airport runway designation is not subjective but rather tied to its orientation to a compass heading. This is a key element for pilot awareness and safety."

The runway is to be reconstructed to provide a minimum 20-year service life and will be reduced from 150 feet to 100 feet in width. The runway will be re-designated as 8R-26L due to natural shifts in the earth's magnetic field, which is critical in aviation navigation.

Other improvements to the runway include reconstructing the surface, drainage systems, pavement markings, runway guard lights, grading infield areas, replacing existing lighting with LED lighting, two new aircraft run-up areas and blast pads.

"The aviation economy is strong in Long Beach," Mayor Robert Garcia said. "Pilots are in demand across the United States, and Long Beach Airport is providing the groundwork for a healthy and safe environment ideal for valuable pilot training and excellent knowledge in the field."

Pacific Edge To Develop Former Post Office Facility On Redondo

Long Beach-based Pacific Industrial's bid has been accepted by the federal government to develop three industrial buildings at the former United States Post Office facility located at 2300 Redondo Ave. Neil Mishurda, owner of Pacific Industrial, said the project is still in the early stages of planning and details are not yet available. In a video announcement, 5th District Councilmember Stacy Mungo noted there will still be a small post office on the property just off Burnett Street. "This new development will be a reduction in traffic for the community from what is there currently," Mungo said. "Many people bid to be a part of this project, and the federal government . . . went with our company here. So we're excited to work with them. They've come up with ideas that will ensure that the neighborhood and the development fit well together."

6th Street Bike Boulevard

Construction has begun on the 6th Street bike boulevard that will stretch from Bellflower Boulevard to Junipero Avenue. The \$1.5 million, 2.5-mile project includes 12 traffic circles, with a major roundabout at 6th Street and Park Avenue, and a class one bike path, which provides a completely separate right of way for cyclists. Phase one of the six-phase project, at Park and Roswell avenues, is scheduled for completion on August 23. The remaining timeline is as follows: phase two, at Santiago and Havana avenues, from August 23 to September 15; phase three, at Ultimo and Flint avenues, from September 15 to October 6; phase four, at Molino, Temple and Obispo avenues, from October 6 to 27; phase five, at Orizaba, Loma and Grand avenues, October 27 to November 16; and phase six, at Termino and Ximeno avenues, from November 16 to December 3.

New Playgrounds

Funded entirely by voter-approved Measure A funds, construction projects are planned for five parks around Long Beach. The \$700,000 projects at Whaley Park

when the economy tanked. Owner households shrank from 76.1 million to 75 million from 2006 to 2016 – the period of the study – while renter households grew from 34.6 million to 43.3 million.

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

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

While government policy over the last few decades has been geared to promoting homeownership through various means, the realities of the recession and changes to



Christopher and Peilin Pratt celebrated the grand opening of their first Candy Warehouse retail store at 2520 Mira Mar Ave. on August 12. The business has been in operation for nearly 20 years, previously only available online. The store carries 6,000 different types of candy. (Photograph by the Business Journal's Larry Duncan)

(5620 E. Atherton St.), Veterans Park (101 E. 28th St.), Drake Park (951 Maine Ave.) and Los Cerritos Park (3750 Del Mar Ave.) include improvements and upgrades to existing playground facilities and surrounding areas, such as pour-in-place rubber surfacing, and two playground components. The Whaley and Veterans projects are scheduled to begin in October, while Los Cerritos and Drake are slated to begin in November. Jackson Park, located at 1432 Jackson St., is undergoing \$50,000 of im-



A rendering of one of the new playgrounds at Los Cerritos Park. (Rendering courtesy of the City of Long Beach)

provements, including a new playground structure and pour-in-place rubber surfacing. The Jackson project is scheduled to begin in September.

Real Estate News

City-Owned Property Sales

At its August 15 meeting, the Long Beach City Council will consider the sale of four city-owned properties. Woodcliff Corporation is prepared to purchase the property located at 1675 Santa Fe Ave. for \$1.2 million. Cando Services LLC is being considered for the purchase of the property located at 1680 Santa Fe Ave. for \$500,000. Tarrico Corp. is being considered for the purchase of the properties located at 2111 W. 14th St. and 2110 Cowles St. for more than \$2.3 million. DiCarlo Seafood Company Inc. is being considered for the purchase of the properties located at 1404 Hayes Ave. and 1351 Seabright Ave. for just under \$2 million.

New Downtown Businesses

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

244,000 apartment buildings total were constructed from 2012 to 2016.

"The Western U.S., as well as states such as Texas, Florida and North Carolina, are expected to have the greatest need for new apartment housing through 2030, although all states will need more apartment housing moving forward," Clare said. "The need is for all types of apartments and at all price points – affordable stock included."

Congress currently has a bill in front of it called the Affordable Housing Credit Improvement Act of 2017 (S. 548) that would help promote the increase of rental apartments with greater use of low-income housing tax credits and keeping a low ceiling on the credit rate for bond-financed projects, in addition to allowing greater flexibility with low energy tax incentives.

Housing groups are lining up to boost the passage of this bill to try and kick-start the effort to promote more rental housing, but this is just one aspect of a national housing problem that is nowhere near being solved.

(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.)

Realty Views

Renters Lead Shifting Housing Market



By **TERRY ROSS**

Not surprisingly, given the economic, cultural and demographic shifts of the last few years, more renters are entering the market. But it wasn't until a recent analysis of U.S. Census data by the Pew Research Center that we

have come to be aware of just how extensive this shift has been. According to a recently released study, more households in America are headed by renters than at any time in the last 50 years. And in the last decade, there have been more renter households formed than those by homeowners.

provided by the Downtown Long Beach Alliance (DLBA), which also indicated that Jorge Mujica of Creative Arts Coalition to Transform Urban Space was the DLBA's recent \$2,500 Small Business & Job Creation Grant winner:

- Aaron Buford, 314 Elm Ave., barber/beauty;
- Industrial Mineral Company (USA), 100 Oceangate, Suite 600, business office;
- Makeshift, 944 Pacific Ave., Suite 102, marketing;
- Jel Contract Legal Services, 200 Pine Ave., Suite 620, general services;
- Datta Law Group A PC, 444 W. Ocean Blvd., Suite 1401, attorney;
- FiveSixTwo, 444 W. Ocean Blvd., Suite 520, computer programming/consulting;
- Jelly Canopy, 444 W. Ocean Blvd., Suite 800, business office;
- Creative Arts Coalition to Transform Urban Space, 326 Elm Ave., artist studio;
- Hair by Monica Galza, 300 E. 4th St., Suite A-101, barber/beauty;
- C & G Homecare Inc., 111 W. Ocean Blvd., Suite 400, business office;
- Live In Fitness, 250 W. Ocean Blvd., Suite 1114, instructor/personal trainer;
- Creative Intellectuals Inc., 100 Oceangate, Suite 610, marketing;
- Herald Square Psychology, 444 W. Ocean Blvd., Suite 950, psychology;
- City Employees Associates LLC, 100 Oceangate, Suite 1200, consulting;
- Newmans Valve, One World Trade Center, 8th floor, business office;
- Samai Kingphilavanh, 209 Long Beach Blvd., massage/body wrap tech;

• The Raven and the Wolves, 212 The Promenade North, retail sales/tattoos/body piercing;

• Han Law Group, 555 E. Ocean Blvd., Suite 525, professional services;

• WPG Realty & Lending Group, 100 W. Broadway, Suite 3000, real estate office;

• Mike Dunfee Group, 401 Pine Ave., property management.

Retail News

Candy Warehouse

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

Pizza Press Grand Opening Event

Anaheim-based The Pizza Press, a newspaper-themed pizzeria, is opening a new location at 5242 E. 2nd St. in Belmont Shore this Thursday, August 17. To celebrate the grand opening event, the restaurant is giving away thousands of pizzas with the pur-



chase of a beverage to those who sign up for a voucher on their website (www.thepizzapress.com/GPG) and present it at the new location.

Snake Oil Provisions

On July 29, Ben Neuhaus and Miranda Mallow celebrated the reopening of Snake Oil Provisions, a boutique men's clothing store, at 132 Linden Ave. Aside from the Snake Oil Provisions brand, the store offers items by Schott NYC, RRL, Patagonia, 3Sixteen, Stevenson Overall Co., Earl's Apparel, Gitman Vintage and Red Wing Heritage.

Tuttle Cameras Reopens

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

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A photograph of two men in safety gear at a port. The man on the left, wearing a black cap, sunglasses, an orange safety vest, and white gloves, is pointing at a control panel on a large metal structure. The man on the right, also in a black cap and sunglasses, wears a yellow and orange safety vest and has a tattoo on his left arm. The background shows industrial equipment and a yellow safety railing.

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Cosmic Girl

On August 1, Virgin Orbit welcomed home Cosmic Girl, the 747-400 rocket launch platform that will be used to launch small satellites into orbit. “Long Beach has long been the home of aerospace innovation, and we are thrilled that after months of significant modification work, Cosmic Girl, our first stage to orbit, is finally home,” Dan Hart, president of Virgin Orbit, said. “Virgin Orbit is the home stretch of integrating our LauncherOne rocket and ground systems for launch and to support our customers’ missions. Thanks to the support of the City of Long Beach and the Long Beach Airport, we employ and partner with some of the most talented aviation and aerospace engineers and technicians in the country. We look forward to keeping Long Beach’s aerospace heritage vibrant and enabling our customers to achieve space access.” Cosmic Girl will carry the LauncherOne to an altitude of approximately 35,000 feet before releasing it for its flight to orbit. The first flight is set to occur in the first half of 2018. “The arrival of Cosmic Girl to Virgin Orbit in East Long Beach is an exciting step forward for the future of aerospace in our city,” Mayor



Robert Garcia said. “We look forward to making Long Beach and Virgin Orbit leaders of job growth in STEM.” Virgin Orbit was founded by Sir Richard Branson and owned by the Virgin Group and Aabar Investments. According to a company statement, “Virgin Orbit and its sister companies – Virgin Galactic and The Spaceship Company – are opening access to space to change the world for good.” Pictured above with Cosmic Girl are Virgin Orbit employees. Pictured at right in the cockpit of the aircraft are, from left, Hart, Cosmic Girl pilot Kelly Latimer, and Garcia. (Photographs courtesy of Virgin Orbit)



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Heather Tomley, director of environmental planning for the Port of Long Beach (POLB), is pictured in front of Long Beach Container Terminal, which features a variety of zero-emission technologies. POLB and the Port of Los Angeles recently unveiled their joint draft Clean Air Action Plan, which details goals for achieving zero-emissions from cargo handling equipment by 2030, among other strategies aimed at reducing pollution and greenhouse gas emissions. (Photograph by the Business Journal's Larry Duncan)

Draft Clean Air Action Plan

(Continued From Page 1)

leased late last year due to the ports' desire to tie their goals to upcoming state requirements.

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

"There were a couple strategies that have changed from the discussion document. Primarily, that is related to feedback that we got and then also activities that have taken

place with regulatory changes or legislative changes," Tomley explained.

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

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

cludes a "useful life" provision for existing trucks on the road.

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

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

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

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

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

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"We are initially pleased to see that there is no hard ban on equipment and that the updates seem to tie themselves to what the California Air Resources Board has proposed."

Alex Cherin
Intermodal Conference Chair
California Trucking Association

that meet zero or near-zero emissions. So that would provide an economic incentive for use of those trucks."

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

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

"I can tell you, though, initially, that we

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

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

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

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

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

Roche pointed out that near-zero emission RNG-fueled semi-trucks will be commercially available in 2018. "Our view is

(Please Continue To Next Page)

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Draft Clean Air Action Plan

(Continued From Page 13)

that with the technology available, we could complete the transition to clean trucks by 2023 versus getting started then," he said.

Tomley said the ports' power to make such requirements without state guidelines in place is limited. "We don't have the same authority that the air agencies have to implement requirements, develop rules, that sort of thing," she said. Requiring new trucks registering at the ports to have newer engines and imposing rates are within the port's authority, she noted.

The draft CAAP's requirements for cargo handling equipment also changed from the

discussion document. Originally, the discussion document included a goal to require all cargo handling equipment to be zero emission by 2030.

Now, the California Air Resources Board is developing regulations to achieve the goal of all such equipment operating at up to 100% zero emissions by 2030. "The state identified that they will be moving forward with amendments to their regulation," Tomley said. "So our process that we'll be going through will be participating in their rule-making effort to identify ways that we can help ease barriers to implementation, accelerate the timeline where we can and stay on track for meeting the 2030 timeline, but [also] participate in the rule-making process."

While Long Beach Container Terminal now has mostly zero-emissions equipment

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

Greg Roche
Vice President
Clean Energy

at Middle Harbor, that equipment is automated, and the ports would not be requiring a switchover to automated terminals, according to Tomley. "It doesn't require automation. Traditional operations we think will also be feasible," she said.

But zero-emission versions of equipment such as top picks and yard tractors are not yet available. "One of the comments that we hear from folks is 'This equipment is still just being developed.' Some of it hasn't even been developed as a prototype yet," Tomley said. "But we're working through that process." She noted that several demonstrations of zero-emission yard tractors are underway. The Port of Long Beach has a Technology Advancement Program which primarily uses grant funding to demonstrate new, cleaner technologies, she added.

A Moffatt & Nichol study commissioned by the Pacific Merchant Shipping Association (PMSA) found that converting the San Pedro Bay ports to all-electric, zero-emission equipment would cost as much as \$29 billion, according to Thomas Jelenic, PMSA vice president.

It would cost about \$2 billion to install infrastructure necessary to support zero-emissions cargo handling equipment, according to the draft CAAP. It "may cost upwards of \$1.8 billion to replace the existing fleet with zero-emissions equipment," the document also states.

Jelenic does not believe these cost estimates stand up to scrutiny. "The concern is with assumptions. First, the fact is the equipment doesn't exist," he said. He also argued that the batteries necessary to power zero-emission equipment at terminals would not last long enough, which would require investing in multiple machines to carry out the tasks that one used to do.

Tomley acknowledged that the draft CAAP relies upon assumptions and that those assumptions differ from PMSA's views. "With our study, we assumed that . . . the technology will be developed to a point that it can do the job of sort of traditional diesel equipment," she said. The assumption in the document is that technology would exist to make one-for-one replacement of technology feasible, she explained. "We assume that the battery technology will continue to advance."

While the ports will make investments and seek grants to aid in funding these changeovers, Jelenic said the cost to private industry would still be significant. "It's still an enormous amount of money, particularly for an industry that is struggling with overcapacity, that has lost money pretty much every year for the past decade," Jelenic said.

"Is there still room to revise it? Absolutely. Which we think they should," Jelenic said.

The draft CAAP also lays out plans to invest in more on-dock rail infrastructure and continue to reduce emissions produced by harbor craft and ships.

Overall, the ports estimate it could cost between \$7.3 billion to nearly \$14 billion to implement the proposals in the draft CAAP.

A public workshop on the draft CAAP is being held on August 30 at 5 p.m. at Banning's Landing, located at 100 E. Water St. in Wilmington.

The public comment period for the draft CAAP closes on September 18. Comments, questions or requests for presentations may be sent to caap@cleanairactionplan.org.

According to Tomley, the joint boards of harbor commissioners are expected to vote on the final CAAP in November. ■

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San Pedro Bay Ports Break Records In July; Dockworkers Extend Contract

■ BY **SAMANTHA MEHLINGER**
Assistant Editor

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

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

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

and we pledge to continue to provide the best service and the best facilities.”

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

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

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

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

“This first-of-its-kind contract extension

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

“The rank-and-file membership has made their decision and expressed a clear choice,” ILWU International President Robert McEllrath stated. “During the past year, we

saw a healthy debate and heard different points of view, with concerns raised by all sides. The democratic process allowed us to make a difficult decision and arrive at the best choice under the circumstances.” ■

First Bank Branches Collect Food, Cash To Fight Hunger

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





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Marine Safety Swiftwater Rescue Equipment	ITB FD17-122	08/23/2017
Rapid Deployment Kit (RDK) AreaRAE System	ITB FD17-125	08/24/2017
Pot Hole Patch Trucks	RFP FS17-069	08/29/2017
Urban Search and Rescue (USAR) Equipment	ITB FD17-121	08/29/2017
USAR6 Electric-Battery Tool Replacement	ITB FD17-126	08/29/2017
Industrial Gases - Citywide	ITB LB17-123	08/31/2017
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Long Beach Mayor Robert Garcia and City Manager Pat West presented a \$2.647 billion 2018 budget proposal during a July 31 press conference. The proposed budget, which the mayor described as balanced and fiscally responsible, puts heavy emphasis on infrastructure and police and fire. Pictured from left: Garcia; West; Tom Modica, assistant city manager; John Gross, director of financial management; Lea Eriksen, assistant director of financial management; and Grace Yoon, budget officer. (Photograph by the Business Journal's Brandon Richardson)

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

■ By **BRANDON RICHARDSON**
Senior Writer

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

"We believe it is fiscally prudent. It is a budget that does not overspend but en-

sures that we continue to pay down our pension liabilities and that we continue to ensure that we're responsible about where we want to spend all of our dollars," Garcia said. "I think it's important to note that this year we are seeing revenues that are coming into the city at a new level, which is pretty exciting as well."

While both Garcia and West were eager to note the budget is structurally balanced, West's presentation included projections for fiscal years 2019 and 2020 with shortfalls –

\$10.4 million and \$8.7 million respectively. West cited continued challenges with increased pension liabilities for city employees as the leading driver of future budget gaps.

The Long Beach City Council began the review process of the proposed budget with a 90-minute special meeting on August 1, and a focus on police and fire department proposed budgets at its August 8 meeting.

According to a presentation by Long Beach Police Chief Robert Luna, the department's proposed budget is \$241.8

million, with 92% coming from the General Fund, 5% from the Tidelands Fund, 2% from grants and 1% from Proposition H (targeting homelessness). He said the budget amount represents an increase of more than 9.5% over last year.

During 2016, Luna said the department dispatched officers to 211,000 calls for service, which breaks down to about 578 per day. These numbers and the city's overall 5% reduction in crime are due in large part to the return of South Division,

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the recent contract to patrol Long Beach's Metro station and continued police academies, with the fourth consecutive academy already receiving 800 applications.

"With your assistance and support, we will continue to expand our technological capabilities. We will employ a data-driven approach to our enforcement and investigative strategies to maximize our resources, reduce crime and improve the quality of life."

During the August 8 hearing, 3rd District Councilmember Suzie Price voiced concern over the lack of police body-worn cameras. Luna explained that the department will complete its body camera pilot program in November, at which time an extensive report would be brought to council. Luna noted the significant financial commitment the program would require, which is not budgeted for in 2018.

"It is rare to see an agency not have body cameras, especially a large agency, and I don't want to be one of the only agencies that doesn't have one if that's where the industry is headed," Price said. "I think it speaks to the credibility of the agency in terms of responding to and adopting trends and standards."

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

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

While Duree noted the continued challenge of improving response times citywide, he noted the reinstatement of Rescue 12 has reduced the response time from 8 minutes and 40 seconds to 5 minutes and 36 seconds in North Long Beach, and by 30 seconds citywide.

"The fact that folks had to wait that long and we're finally addressing that with shaving three minutes off, that's something the entire city council and everyone who supported Measure A should be proud of," Vice Mayor Rex Richardson said. "And I do want to say that citywide, that 30 seconds is significant. That means our system is healthier; it is stronger."

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

Measure A investments in public safety

- \$6.3 million in continued support for the priority public safety restorations originally approved in FY 2017, including:
 - South Police Division with eight sworn police positions and two civilian positions
 - Fire Engine 8, which includes 12 sworn fire positions
 - Police academy operations with nine sworn police positions
 - Paramedic Rescue 12, which includes six sworn fire positions
- \$8.3 million to maintain existing fire



City Manager Pat West, top right, is pictured on the 13th floor of city hall with several of his management team, including Rebecca Guzman Jimenez, who serves as assistant to the city manager. Seated left is Tom Modica, assistant city manager, who has served in the position for nearly three years and has held several leadership positions since joining the city as a management assistant in July 2002. The newest member of the team is Deputy City Manager Kevin J. Jackson, who was appointed to the position in May. He came to Long Beach from Champaign, Illinois, where he served as neighborhood services director. (Photograph by the Business Journal's Larry Jackson)

department and police department programs and operations, saving the equivalent of 53 sworn positions in FY 2018

- Enhancements to public safety using one-time funds, including:

- Funding a \$1.0 million Neighborhood Safe Streets Initiative

- Allotting \$4.3 million to support the fourth back-to-back police academy with a maximized number of recruits

- Allotting \$750,000 for safety camera network modernization and expansion

Non-Measure A funded public safety initiatives

- Adding 28 full-time equivalent (FTE) police officers for Metro Blue Line enforcement

- Structural funding of the fire department's Homeless Education and Response Team (HEART)

- Adding two firefighters/investigators to conduct marijuana inspections and assist with team-based marijuana enforcement

Measure A investments in public infrastructure

- \$14.3 million in new funding for mobility programs, including arterial street improvements, paving unpaved alleys, curb cuts and other sidewalk repairs, smart street lights, signage and finishing the slurry seal for every residential street started this year

- \$4.3 million in new funding for public facilities repair and improvements to public safety buildings, libraries, a health facility, the convention center, and to initiate a facility condition assessment

- \$6.1 million in new funding for the city's parks and recreation infrastructure, including funding to improve the Houghton Park Community Center, Fourth Street Senior Center, athletic fields, the historic ranchos, and citywide irrigation upgrades

- \$1.6 million to improve and repair the

city's stormwater pump stations
Additional strategic focus areas

- Mobility
- Formation of a Transportation Mo-

bility Bureau

- Additional staffing for mobility initiatives including transit and biking

(Please Continue To Next Page)

(The following information is from City Manager Pat West's proposed budget overview)

Balancing Actions And Risks

- FY 17 revenues are not as strong as hoped, primarily due to property tax appeals in the Port area. Bottom line expected to be close with either a small surplus or shortfall
- FY 18 is balanced through several actions that provide additional funding for operations, with some having a trade-off of less one-times and additional budget risk
- Revenue budgeting approach that uses expected revenue based on history of prior year surpluses
- Less funding for insurance based on history of past cost
- Recognizing savings from natural turnover of positions
- Use of non-functional CalPERS stabilization fund to fund critical one-time needs
- Shifting of expenses into other eligible funding sources
- Uses Measures A and MA projections based on preliminary estimates

Considerations For The Future

- Various factors will impact the City's future budget situations and will be monitored and taken into account as appropriate, including:
 - Expenditures growing at inflation rate or higher, combined with limited revenue growth and dependence on some business categories for revenues
 - The price of oil, extraordinary pension cost increases, and future employee bargaining agreements
 - Litigation remains a significant challenge—General Fund funds received from gas, water, and sewer operations at risk; not included in current projections
 - Unfunded needs in technology and other infrastructure/asset needs
- New initiatives
 - Occupancy of the new civic center and associated development
 - Federal and State actions
 - Impact of Measure A and Measure MA (Marijuana)
 - Impact of continued economic development

Strategies For The Future

- Focus on strong economic development aided by \$2.5 billion of private investment
- Continue strong financial management by structurally balancing budgets and placing 5% of one-time revenues in unfunded liability reserve
- Develop short-term and long-term plans to address City's operational, infrastructure and other one-time needs as a priority in FY 18
- Ensure reserves are funded within the City Council-approved policy levels
- Continue focus on innovations, exploring cost reductions, and ways to maximize existing and new revenues

City Budget Proposal

(Continued From Page 17)

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

Council/PowWow)

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

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

Council District Budget Meetings

Budget overview meetings have been scheduled in each of the nine city council districts (District 2 was held August 12), allowing residents an opportunity to ask questions and voice opinions before the proposed budget is voted on next month. Following is a list in date order:

Council District 1 (English)

August 16, 6:00 p.m.

Pacific Island Ethnic Art Museum

695 Alamitos Ave.

Council District 6

August 17, 6 p.m.

McBride Park &

Cal Rec Community Center

1550 Martin Luther King, Jr. Ave.

Council District 9

August 21, 6 p.m.

Michelle Obama Library

5870 Atlantic Ave.

Council District 8

August 23, 6:30 p.m.

Expo Art Center

4321 Atlantic Ave.

Council District 5

August 24, 6:30 p.m.

El Dorado Park Community Center

2800 N. Studebaker Rd.

Council District 7

August 28, 6 p.m.

Miller Family Health Education Center

3820 Cherry Ave.

Council District 4

August 30, 5 p.m.

Los Altos Library

5614 E. Britton Dr.

Council District 1 (Spanish)

August 30, 6 p.m.

Birria Tepechi Mexican

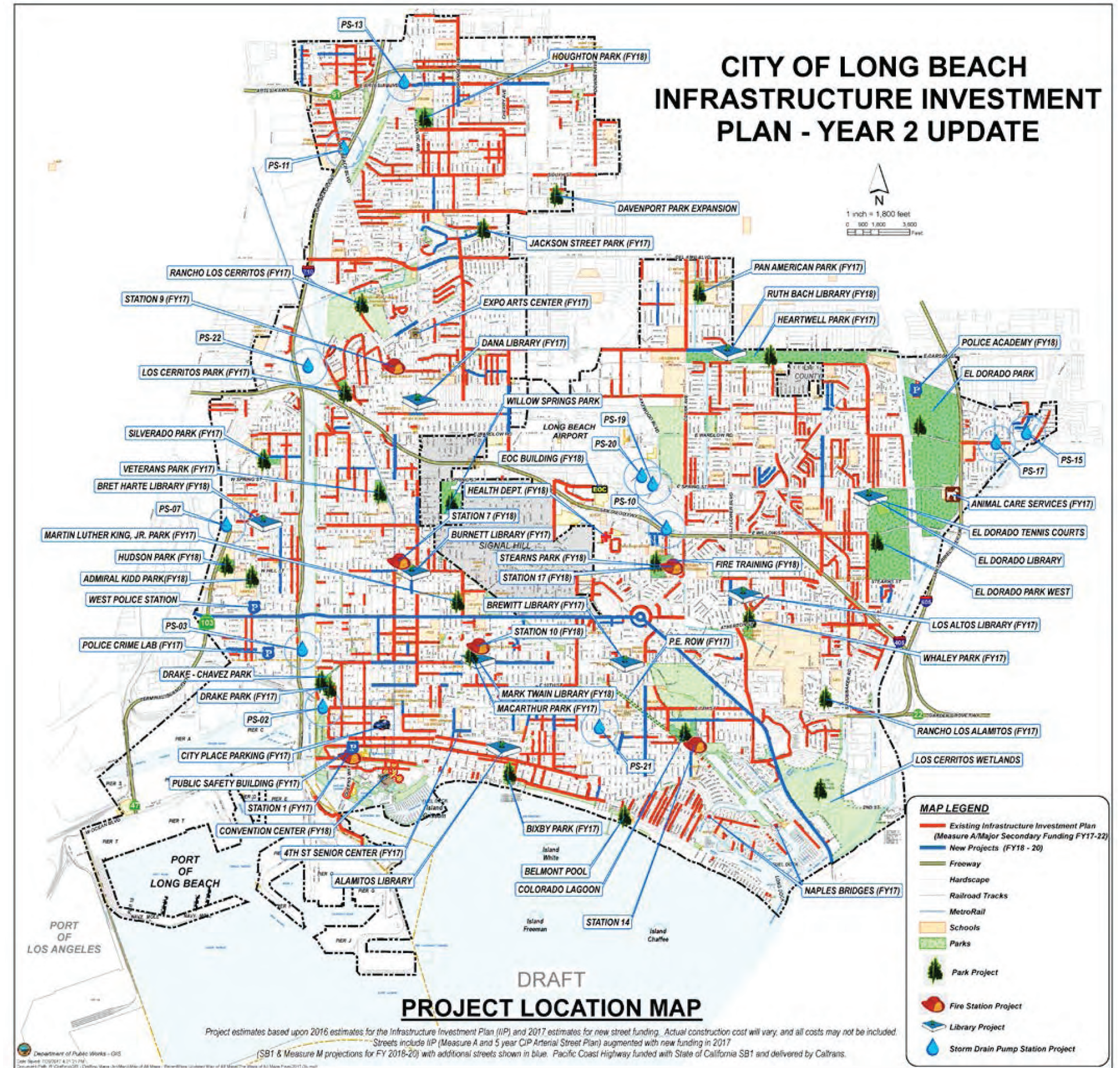
1440 Santa Fe Ave.

Council District 3

August 31, 6 p.m.

District 3 Field Office

340 Nieto Ave.



Molina Healthcare Reports \$230 Million Loss, Announces Restructuring Plan

■ By **SAMANTHA MEHLINGER**
Assistant Editor

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

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

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

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

A restructuring plan is underway to reduce “annualized run-rate expenses by \$300 million to \$400 million upon completion in 2018,” according to a company statement. The plan includes reducing \$200 million in expenses by cutting staff, which should occur by the end of 2017. By August 2, \$55 million in salary eliminations had been implemented.

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

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

In July, the Long Beach City Council approved the formation of a business support team to “attract and retain” Molina Healthcare’s operations and services in the city. Before approving the item, councilmembers debated about why the action, which was put forward by 6th District Councilmember Dee Andrews, should be taken when the company had not indicated it would be leaving the city or cutting staff.

At the time, Mayor Robert Garcia said he met with White on July 10 and that White had indicated Molina Healthcare was “100% committed to Long Beach.”

A spokesperson for Molina Healthcare said no one was available for interviews following the release of the second quarter results. ■

IndyCar Race Negotiations Begin Between City And Grand Prix Association

■ By **BRANDON RICHARDSON**
Senior Writerr

At its August 8 meeting, the Long Beach City Council voted unanimously to begin negotiations between the city and the Grand Prix Association of Long Beach (GPALB) to continue hosting the Verizon IndyCar Series.

A study by KPMG Corporate Finance LLC reviewed proposals by the GPALB and World Auto Championship California, which hoped to bring Formula One back to the Grand Prix. A City of Long Beach selection committee determined GPALB and IndyCar would better serve the city.

“I want to say thank you to Formula One for expressing this interest and coming through this process and allowing us to sort of test our mettle a little bit,” Vice

Mayor Rex Richardson said. “I think this is a smart approach. . . . To all the players, to all the stakeholders, I look forward to many more fantastic races.”

During the meeting, eight people spoke in favor of continuing with IndyCar, as well as renegotiating the contract between the city and the GPALB. The city’s initial requests include a five-year agreement with an additional five-year option, a minimum of 14 cars to race, a request for faster barricade setup and breakdown periods, plans to alleviate negative impacts and better economic impact data, among other items.

When asked to comment on the council’s decision, Jim Michaelian, president and CEO of the GPALB, told the Business Journal, “We are delighted in the action of the Long Beach City Council this evening in voting unanimously to authorize city management to enter into a new long-term agreement with the Grand Prix Association starting in 2019. That means that there will be a continuation of the Verizon IndyCar Series as well as all of the accompanying events that have become such an attractive part of the Toyota Grand Prix of Long Beach weekend for many years to come.

“We also want to thank the city staff for the meticulous way in which they evaluated the various options that were submitted. The Grand Prix Association has been an integral part of the fabric of the Long Beach community for 43 years, and we look forward to continuing that relationship into the future. The 44th Toyota Grand Prix of Long Beach will take place on April 13-15, 2018.” ■

Housing Crisis At Top Of California Legislative Agenda

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

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

The Department of Housing and Community Development estimates that California must build at least 180,000 units a year to keep pace with demand, not accounting for the backlog of approximately 2 million units that has accrued over the last several decades.

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

For every \$1,000 increase in a California home, 15,000 buyers are priced out of the market, according to a recent study by the National Association of Home Builders.

Based on pending legislation, lawmakers are concentrating on things like local land use, funding affordable housing, or expedited permit processing.

Local Land Use Decisions

The Legislature will grapple to define the scope of the state’s role in local land use decisions. One of the driving issues in the crisis is the reluctance of local governments to approve new housing projects due to “not in my backyard” (NIMBY) resistance.

Several bills have been introduced to

hold local governments accountable for meeting their affordable housing elements. Such bills include SB 167 (Skinner; D-Berkeley) and AB 678 (Bocanegra; D-Pacoima), both supported by the California Chamber of Commerce.

These bills require a local agency to make relevant findings if it denies a housing development, clarify provisions of the Housing Accountability Act (HAA), and impose added penalties on agencies that violate the HAA by failing to make appropriate findings.

Another CalChamber-supported bill, AB 943 (Santiago; D-Los Angeles), seeks to increase the vote required to pass an ordinance that would reduce density or stop development or construction of parcels located less than one mile from a major transit stop, in an effort to limit the NIMBY effect.

AB 1397 (Low; D-Campbell) further attempts to ensure that sites contained in a local government’s housing element can realistically be developed to meet the local city’s housing needs by requiring that such sites have sufficient infrastructure available to support housing development.

Funding Affordable Housing

Another focus is funding for state subsidies to develop affordable housing. The two bills getting the most attention are:

- SB 2 (Atkins; D-San Diego), which sets up a permanent source of funding for affordable housing by creating a \$75 recording fee on real estate transactions, with a \$225 ceiling; and
- SB 3 (Beall; D-San Jose), a \$3 billion housing bond that would go on the 2018 ballot.

The CalChamber has not taken a position on either of these bills and it is unclear whether the administration has an appetite for a bond that would affect the general fund.

Other proposed funding methods include taxes:

- ACA 4 (Aguiar-Curry; D-Winters) gives local governments the authority to enact special taxes, including parcel taxes, to fund the construction, reconstruction, rehabilitation, or replacement of public infrastructure or affordable housing, or the acquisition or lease of real property for public infrastructure or affordable housing, and lowering the vote threshold to impose such new taxes from two-thirds to 55%; and
- ACA 11 (Caballero; D-Salinas) exposes the retail industry to increased taxes by imposing a quarter-cent sales tax increase in addition to a quarter-cent excise tax to fund affordable housing and homeless shelters, without creating greatly needed market rate housing.

Both these tax bills have been identified as job killers and have not moved through the legislative process at this juncture.

While the state places significant focus on funding, according to the Legislative Analyst’s Office report, it would have to raise upwards of \$250 billion to subsidize itself out of the housing crisis – a feat that cannot be accomplished.

Permit Processing

Several bills aim to streamline permit processing, which is much needed to stimulate development; however, the bills’ limitations or prevailing wage requirements make them unlikely to have much impact on the ground. Other bills attempt to relax rules for granny flats (accessory dwelling units) and home additions.

Fortunately, three “wrong way” bills have been taken out of the equation.

- Two prevailing wage bills were amended to remove opposition. Before amendments, former job killer AB 199 (Chu; D-San Jose) would have imposed prevailing wage on all

development projects (private and public), and SB 418 (Hernandez; D-West Covina) would have increased housing costs and discouraged development by imposing prevailing wage on more projects through defining a public subsidy as de minimis only if it is both less than \$275,000 and less than 2% of the total project cost.

• The third bill, job killer SB 224 (Jackson; D-Santa Barbara), was held on suspense in the Senate Appropriations Committee. SB 224 would create significant uncertainty for developers by requiring the Office of Planning and Research (OPR) to amend the California Environmental Quality Act (CEQA) Guidelines to redefine the baseline that may be used in the CEQA analysis and directing OPR, in drafting the Guidelines, to limit consideration of modifications to the environment at the project site caused by illegal, unpermitted, or emergency activities within the baseline conditions. If prior illegal, unpermitted, or emergency activities are excluded in a project’s baseline, it may require projects to mitigate not only the impacts of the project itself, but also the impacts of other historical activities for which the applicant has no legal liability and over which it had no control.

Other Possibilities

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

Although there is no silver bullet to tackle the housing crisis, the Legislature will need to consider all available and possible avenues to increase supply to address the state’s housing crisis – the stimulation of actual construction being of the utmost importance. ■

Connecting Body And Mind For Better Health

■ By **BRANDON RICHARDSON**
Senior Writer

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

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

we’re doing, what we’re thinking, what we’re saying, we’re halfway there.”

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

Vo said he thinks Western medicine is superior for treating acute problems, short-term issues such as broken limbs and surgery but falls short of Eastern medicine when dealing with chronic health problems such as hypertension, diabetes and heart disease.

“The problem is we are getting better and keeping patients living longer but they’re

people to try them as an alternative to medication and unnecessary surgeries.

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

“The other thing is Western culture in general, people have a tendency to be reliant on some magic silver bullet,” Vo said. “They’re hoping that the pill will be the answer to all their problems, so people are not actively trying to improve themselves.”

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

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

By focusing on the breath and movements, Bolla said the body is able to relax and draw into a single-point focus, which allows for a state of moving meditation and a supreme state of consciousness.

“The beauty of yoga is it’s not a competition. It’s very experiential, especially in my classes in my studio. We allow for expressions and modifications and challenges,” Bolla said. “It’s really expansive and it’s multiplying, and I love it. The light is within us all. So the more we express it, the more we get to share it and the more people will tap into their light.”

The emphasis on breathing during yoga gives people instant oxygenated fuel for the body, which helps reduce stress, heart rate and blood pressure, according to Bolla. She said yoga is a path and that once people step onto it the results are undeniable. Bolla said she is happy and honored to share the path with the Long Beach community.

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



Dr. Daniel Hoover, front, founder of SOHMA Integrative Health Center in Long Beach, teaches Tai Chi to students. He said a combination of Eastern and Western medicine and practices would create healthier communities. (Photograph courtesy of Nicholas Mansouri)

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

“Most of our lives today, we’re so distracted with technology and we’re busy and we’re moving very quickly,” Dr. Daniel Hoover, founder of SOHMA Integrative

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

“Our mind leads our behavior and our behavior leads to the overall health of our bodies. There’s a connection right there. If we can become more conscious about what

not necessarily healthier. On top of it, there are so many side effects of medications that we give them and the cost of taking care of people is just getting worse and worse. I was frustrated by the fact that patients get so sick and they’re not getting healthier.”

Utilizing Eastern practices, Vo said he has had success treating chronic illnesses. He noted that education on Eastern medicine is not common enough and that such practices remain underutilized. He explained that his role in his practice is outreach to the community to spread knowledge on the topic and to get more

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Earlier this year, the MemorialCare Joint Replacement Center at Long Beach Memorial became the first hospital in Long Beach and North Orange County to use the Stryker's total knee application on its Mako system. Dr. Andrew Wassef, medical director of the joint replacement center, said the system gives surgeons real-time feedback, allowing them to make adjustments mid-surgery for a better-balanced knee replacement. (Photograph by the Business Journal's Larry Duncan)

As Technology Continues To Advance, Joint Replacements Become More Common

■ By **BRANDON RICHARDSON**
Senior Writer

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

Earlier this year, the MemorialCare Joint Replacement Center at Long Beach Memorial became the first hospital in Long Beach and North Orange County to utilize Stryker's robotic-arm assisted total knee application on its Mako system. The system came into use around the same time as the American Academy of Orthopaedic Surgeons projected a 673% increase in total knee and hip replacements by 2030.

"Total knee replacements have come a long way. The advances have really come with the robotics where we are utilizing the Stryker Mako system," Dr. Andrew Wassef, medical director of Memorial's joint center, said. "The system allows us to provide an individualized plan for each patient and also be able to perform the

surgery with extreme precision and really recreate the plan that we put forth initially with limited chance of error, which is a huge advancement."

During a knee replacement, surgeons remove the bad cartilage and adhere metal to the bones with plastic in between to allow for a smooth surface for the joint to bend without bone friction causing discomfort. Wassef said that in the last 10 years, the plastic used for knee replacements is a much higher grade, allowing for replacements to last longer.

Wassef explained that the Mako Total Knee allows surgeons to obtain information about an individual patient's anatomy that was previously not available, which allows for a better re-creation of the individual's normal body mechanics. Additionally, Wassef said the system is the only one that gives surgeons live feedback, allowing them to make adjustments mid-surgery to ensure a good balance, which equates to more comfort and longevity.

"The problems occur more frequently when you don't have a well-balanced knee, and that can give the patients pain, not really the metal and plastic," Wassef said. "So being able to perform a very

precise surgery, where you're able to balance the knee exactly the way that you want to, allows you to stay away from a lot of the pitfalls of poor balance with a total knee replacement."

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

Traditional techniques required surgeons to drill into the intramedullary canal of the bone, which caused more bleeding and increased risk, as well as caused post-surgery pain and longer recovery times. Newer, less invasive techniques do not require drilling into the bone, resulting in less blood loss, less risk of transfusion and less postoperative swelling.

"I have some patients that are back playing racquetball within six weeks of surgery and are very happy," Wassef said. "Other people take a little more time to get there.

It just really depends on how long they have been deteriorating. It's really individualized. Every patient is different."

With these advancements, Wassef said he and other surgeons are more willing to do replacements on younger patients when medically necessary and with caution. The reason for the willingness is the precision and longevity of current knee replacements thanks to technological advancements such as the Mako Total Knee, which has drastically decreased revision surgeries.

Since putting the Mako system into use for total knee surgeries and being the only hospital in the area to utilize it, Wassef said he has noticed an increase in knee replacement patients, as they begin to understand the technology and seek it out. He said they like to know there are secondary checks and that these instruments allow for much greater precision.

"The nice thing is it's allowing us to mobilize our patients much faster. It's allowing us to get people up and going," Wassef said. "We have an excellent program here at Memorial where we really focus on rapid recovery and getting people back in their home and, really, back to normal life."

(Please Continue To Page 22)

Joint Replacement

(Continued From Page 21)

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

In regards to hip surgery, Crist said one of the major changes was the shift away from metal-to-metal joint replacements, which created metal debris. He explained that currently a ceramic femoral head is attached to the thigh bone, while a metal

shell is attached to the pelvis, which eliminates potential metal debris, with a plastic liner between.

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

Another area being looked at for improvement is the approach of surgeons during the operation, according to Crist. He said the direct anterior approach, which was popularized in the United States 10 to

15 years ago despite being practiced in Europe for the last 50 years, is still the approach that has stood the test of time. However, different approaches such as the direct superior approach and the super-PATH approach (a combination of the superior and PATH approaches) avoid having to cut through tendons and soft tissue that older methods could not.

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

Crist said he thinks the most important gains for hip surgery in the last few years have not been technological but rather the

focus on postoperative programs and rehabilitation. He explained that faster recovery times have been a big push at hospitals, not to necessarily get patients out of hospitals more quickly but to return them to function faster.

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

HealthWise

The Wonders Of Rehabilitation



By Brandi Lazorek

Most people are lucky enough to sustain only minor bumps or bruises during their lifetime. But what happens when injuries are more serious? Sometimes major accidents or occurrences can interrupt your daily life – how do you deal with such a sudden change? Rehabilitation can help.

What is rehabilitation?

Rehabilitation is a process of recovery and restoration following an injury or illness, recommended to anyone who may have suffered from an event that prevents them from living their daily lives normally.

The end goal for treatment may not be a return to life as it was before the injury; it may be to help the individual reach their maximum potential. The rehabilitation plan is individualized for each person as recovery process differs according to each patient’s capabilities, goals and diagnosis.

Rehabilitation may help treat a variety of injuries and diseases, including but not limited to:

- Amputations
- Brain or head injury
- Cancer
- Cardiac disease
- Fractures and other physical injuries
- Liver transplants
- Lymphedema
- Pulmonary disease
- Spinal cord injury
- Stroke

How does rehabilitation work?

Rehabilitation teaches individuals to be self-sufficient and to adopt prevention and wellness as a way of life. The goals of rehabilitation are to restore a person’s function to the highest possible level and to promote independence. It emphasizes a person’s abilities and minimizes any disabilities. Rehabilitation is practiced across a variety of settings, from inpatient to home, helping to give back an individual’s self-esteem, self-dignity, security and control over their life again.

The patient works with several different people during this process, including physicians, nurses, case managers, social workers, neuropsychologists and therapists. Together, they work to equip patients with tools for success. Different forms of therapy are a key component of this process and can include physical, occupational, or speech and language therapy. Therapy works to improve the patient’s function and activities of daily living, with common goals including self-care – such as eating, grooming, bathing and dressing – mobility and restroom usage.

The average length of stay in an inpatient rehabilitation facility is 10 to 14 days, although this may vary depending on the patient’s injury or illness.

Is rehabilitation for me?

Many people may not understand the complexity of rehabilitation. Inpatient admission depends on criteria outlined by the Centers for Medicare and Medicaid (CMS), which helps determine whether a patient can tolerate the intensity of an inpatient rehabilitation stay.

If you feel you may qualify for rehabilitation, educate yourself on your options. Take the first step and contact your desired program for a tour and more information. These programs should be designed to help reframe your body and mind, and return you to a sense of security and normalcy. Depending on the program, referrals for rehabilitation may need to be made by a physician.

(Brandi Lazorek, BSN, RN, COHN, is the director of clinical operations at the Inpatient Rehabilitation Facility for the MemorialCare Rehabilitation Institute at Long Beach Memorial.)

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

■ By **SAMANTHA MEHLINGER**
Assistant Editor

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

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

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

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

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

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

While the concept of “Medicare for all” sounds simple, in reality it is a complicated premise, according to Hughes-Cromwick. Medicare has a total of 19 payment systems, each of which has “hundreds of thousands of pages” of regulations used to determine how each medical service is paid for, he explained. These regulations are updated on an annual basis.

“With this backdrop, ‘Medicare for all’ no longer seems so simple. I’m not denigrating Medicare, but rather pointing out the massive complexity of the program that is often ignored,” Hughes-Cromwick said.

According to the Centers for Medicare & Medicaid Services, 16.9% of the U.S. population were Medicare beneficiaries in 2015 (the latest statistics available). Adopting such a system of regulations for the entirety of the population would be “unbelievably messy,” Hughes-Cromwick said.

While other countries have functioning single-payer systems, Hughes-Cromwick believes that the years of adjustment it would take to get it right in the U.S. would be the downfall of such a system succeeding here.

“Yes, it is a way to make health care cheaper and more efficient, and that’s the reason why we spend roughly twice as much as our peer developed countries on health care,” Hughes-Cromwick said. “But getting there is complicated, and Americans aren’t very fond of being told no.”

He added, “We all believe in the efficiencies of single payer. [But] because it’s America, two months [to] six months later, I can just see it going right down the tube when people see choices restricted or some of the other characteristics that we’re just not very good at tolerating.”

Despite the associated challenges, there are many who believe single-payer health care is a simple solution and an inevitability, at least in California. The California Nurses Association (CNA) was a strong proponent of Senate Bill (SB) 562, legislation authored and championed by Sen. Ricardo Lara that would have created a single-payer system. But Assemblymember Anthony Rendon, speaker of the assembly, chose to put the bill on hold for a



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Single-Payer

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year in July, calling it “woefully incomplete” in a press release.

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

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

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

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



“We all believe in the efficiencies of single payer. [But] because it’s America, two months [to] six months later, I can just see it going right down the tube when people see choices restricted or some of the other characteristics that we’re just not very good at tolerating.”

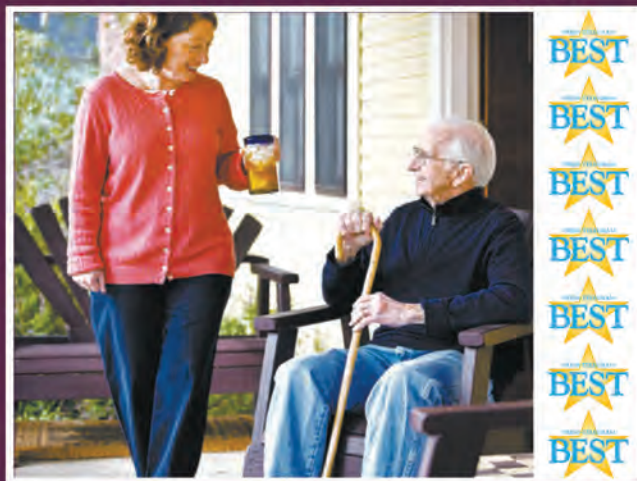
**Paul Hughes-Cromwick, Co-Director,
 Center for Sustainable Health Spending
 Ann Arbor’s Altarum Institute**

that tax) were used as the source of funding, the additional payroll tax rate would be 15% of earned income, the analysis stated.

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

However, as pointed out in SB 562, the state would need to obtain waivers to con-

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"Wealthier people have to pay more into the system. And actually, that's only fair, because in the last few decades the gains in productivity have all moved to the top."

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

of a long way to say, ideally it would be something like an income tax or you can design a progressive sales tax."

McCanne believes single-payer health care would improve delivery of medical services. "We would continue with the current health care delivery system, [which] is public and private – mostly a private system – here in the United States. Health care facilities would be expanded and new clinics established under centralized planning, he explained. "The fact that everyone is included also would result in a more equitable distribution of health care resources of the delivery system," he said.

McCanne, too, cited the quick transition to Medicare as evidence for the feasibility of switching to a single-payer system. But he did note that the existing private insurance industry would be affected. "The pri-

ivate insurance industry, of course, would no longer be involved nearly as much. And we, in our models of reform, include transitional funds for retraining of the individuals who lose their employment," he said. Some people employed by the health insurance industry would be integrated into the public system, while others could find work in related fields, he suggested.

The loss of the health insurance industry would have significant economic implications, according to Hughes-Cromwick. "Just imagine the president of the United States saying, 'Well, tomorrow there won't be health insurance companies,'" he said. "That is not an adjustment or an enhancement. That is a cataclysmic change, wiping out an entire industry. You might as well be saying there aren't going to be food sellers anymore."

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

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

But Lighty believes single-payer health

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tinue to receive federal funding for Medicare and Medicaid if it were to adopt a single-payer system.

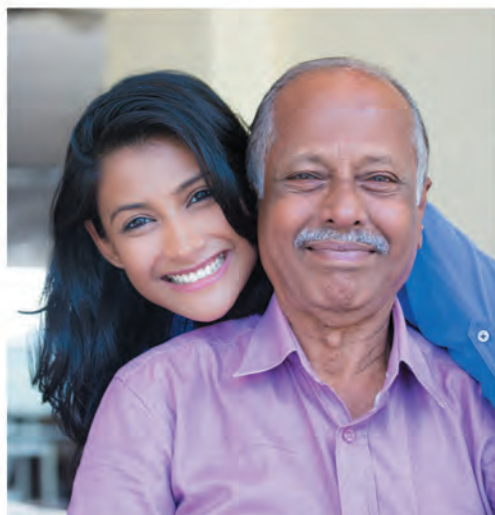
"Our contention is that there is existing statutory authority for California to be what's called a Part B provider under Medicare. We have an existing Medicaid waiver And we can build on that," Lighty said. "There is the statutory basis, a precedent, and an inclination by this current administration to devolve health care policy to the states," he added.

Lighty believes the switch to a single-payer system in California could be made immediately. "We believe we can transition from the present financing system to single-payer without any disruption of people's access to care, and [it] in fact will improve it," he said. "Nationally, in 1965, we transitioned to Medicare within a year. Since so much of the money is already publically financed, we will be able to establish rates and simplify payments to providers such that [it] makes the transition easier. So, we believe it's quite feasible."

As for the question of taxes, they would have to be progressively structured, according to Dr. Don McCanne, a retired family physician and senior health policy fellow for Physicians for a National Health Program, an organization dedicated to the creation of a single-payer health system in the United States.

"Our health care system has to be progressively funded because lower- and middle-income individuals and families can no longer afford their share," McCanne said. "Wealthier people have to pay more into the system. And actually, that's only fair, because in the last few decades the gains in productivity have all moved to the top," he argued. "And the wealthier are gaining much greater resources than the rest of us. So, all the money is there at the top and far in excess of what they need. And so this would be a way of taking some of that money and distributing it more fairly."

Hughes-Cromwick pointed out that there are issues with the payroll tax system, which funds Medicare and social security, for this reason. "There are terrible problems with it. For example, people at the low-end wage scale, they are paying all of these social insurance taxes. It doesn't exactly feel right," he observed. "That's kind



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Single-Payer

(Continued From Page 25)

care will eventually come to California. “I think the likelihood is 100% because we have tried every other element of the present system in order to expand coverage and control costs,” he said. “That is, we have tried Medi-Cal, we have tried private insurance through Covered California. But what we haven’t tried is an expansion of Medicare. And that’s the one part of the overall U.S. health care system that is popular and that works well.”

Rendon is catching flack for putting a temporary stop to that endeavor. CNA sent out mailers to the speaker’s constituents lambasting him for halting the progress of SB 562, and state residents outside of his district have begun a recall effort, according to Liao.

But Rendon is not opposed to single-payer health care. “He is absolutely supportive of achieving single payer. I just think he didn’t feel like SB 562 itself was the way to achieve that goal,” Liao said.

CNA argued that if the bill had gone to the assembly, all of its missing pieces would have been fleshed out there. “We believe that process can fulfill the promise of SB 562 and that the speaker needs to exert political will to support the bill’s completion through that process,” Lighty said.

“I would say it is unprecedented for a bill of this magnitude that would result in state spending in the hundreds of billions of dollars to be moved through one house without addressing such basic things as funding,” Liao said. “The sponsors of the legislation sort of got the hopes up of many Californians who have legitimate concerns about health care.”

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

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

“There has certainly been an increase in interest and support of single-payer system. It’s still a difficult political hurdle,” McCanne said. “Even if a proposal looks like it would pass, it doesn’t take much for the opponents of single payer to initiate a campaign to defeat their efforts. . . . So, yes, it’s a very difficult hurdle. And it’s just a matter of people understanding what single payer really is.”

Hughes-Cromwick noted that the idea of health care as a right is likely to continue to gain steam in America. “I do think that we will move back to a situation where we believe that health care is more of a right than we had previously, and we will start to build on the successes of ACA [Affordable Care Act],” he said. “And I think that that will diffuse the single-payer and instead put the focus on, look, how can we just bring these ridiculous health care prices down, how can we do a better job of figuring out where there is waste and that way make the system more efficient?”

Still, Hughes-Cromwick admitted, “This period is particularly chaotic, and anybody who presumes they can predict it I think should be examined.” ■



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

Caught Early – My Surprisingly Brief Breast Cancer Experience

■ BY **PAT FLYNN**
 Contributing Writer

Eight weeks ago today, August 15, I was diagnosed with breast cancer. Three weeks ago, I had surgery to remove the cancer and verify it hadn’t traveled beyond my breast. Today I’m cancer free, although I have opted to undergo radiation to lower the risk of recurrence. Also, I’ll be on hormonal therapy (a pill a day) for about five years. I feel very fortunate. And surprised. Surprised to learn my experience wasn’t a miracle of medicine but a fairly common breast cancer recovery experience, perhaps even more common than the graver, more difficult ordeal I have always associated with a breast cancer diagnosis. So I’d like to share my experience, hoping that readers might take heart and benefit from what I learned.

Breast Cancer Is Not Always A Grave Diagnosis

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

Early Detection Is The Key

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

Any Woman Can Get Breast Cancer

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

members with the disease. (Men can also contract breast cancer, accounting for about 1% of all cases.) So, please don’t be complacent – get your mammogram.

See It For What It Is

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

Pick Health Care Providers With A Positive Attitude

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

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

(Pat Flynn has previously served as a copy editor and guest columnist for the Business Journal. Comments about this article may be sent to her attention at: info@lbbj.com) ■

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Private Sector And Local Industries Playing Bigger Role Than Ever In Education

■ BY **BRANDON RICHARDSON**
Senior Writer

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

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

“What we do is we come in and share what we do and set up different activities for the kids,” McKean said. During the fall semester, activities include the companies bringing in tools of their trade, field trips to construction sites and union halls, and structural building competitions among students, he explained.

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



Signal Hill-based Encore Welding Supply provides discounts on welding equipment to students enrolled in the welding technology and metal fabrication programs at Long Beach City College. In addition to equipment, Encore hosts student nights where students learn about different aspects of the trade. (Photograph by the Business Journal's Larry Duncan)

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

McKean explained that P2S recruits employees out of CSULB, so it is pertinent for the company to attempt to encourage high school students to study engineering once they move on to college. He said the com-

pany has even had interns right out of high school because it is hard to find people that are excited about engineering. McKean said female students often ask about women in the industry, so P2S makes it a point to bring its female employees to show they do the exact same work as their male counterparts.

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

Though the Port of Long Beach is not a private company, it is intertwined with the maritime and logistics industries in such a way that it can play an integral role in educating students about the industries involved at the port and provide a career path into those industries. It is with this mindset that the port took over the Cabrillo High School Academy of Business and transformed it into the Academy of Global Logistics (AGL), which is gearing up for its second year.

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

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

Rather than beginning the program with incoming freshmen, as many programs do, the port opened AGL to all grades its first year. Between 450 and 500 students participated in the program last year, with 105 incoming freshmen signed up for the 2017-2018 school year.

Guitron said one of AGL’s greatest accomplishments after its first year was obtaining National Academy Foundation certification, which pushes for industry and business involvement in education, particularly in underserved areas. The previous

business program at Cabrillo failed to obtain certification for six years.

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

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

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

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

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

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

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

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

The school is coordinating the effort, in-

(Please Continue To Page 31)

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P2S Engineering Inc., Turner Construction and MHP Structural Engineers participate in the ACE Mentor Program of America at Rancho Dominguez Preparatory School in Long Beach. The afterschool program focuses on architecture, construction and engineering at the high school level and includes competitions, field trips and projects meant to engage students and get them excited about the industries. Pictured from left: Mike Lopez, Turner Construction; Wes McKean and Carolyn Keith, P2S; and Dan Fox, MHP. (Photograph courtesy of P2S Engineering)

Playing A Bigger Role In Education

(Continued From Page 29)

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

Saadeh said the program is a response to California Senate Bill 1, which increases the gasoline tax to pay for improvements to the state's transportation system, including road repair. With the expected influx of transportation funding and projects, Saadeh said the program would ensure quality control and smooth projects.

"We're trying to reinforce and improve the level of confidence in the testing personnel. This is achieved by consistent and uniform training, as well as improving the communication between Caltrans and private industry," Saadeh said. "When both technicians are subjected to the same training in the same environment and they're both going to the field, it will most likely reduce the number of disagreements between them."

The program is not reserved for Caltrans and those already in the industry. Saadeh said it would be open enrollment for all who are interested in the field. He explained that those not already affiliated with a company who complete the program would be a step ahead when applying for a position. The program is expected to begin a pilot class in December or January at CSULB and San Jose State University, according to Saadeh.

Judy Fix, chief nursing officer, and Susan Crockett, director of clinical work-

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

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

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

Long Beach Memorial also partners with Long Beach City College to allow nursing students to perform their clinicals at the hospital. However, Fix said the Institute of Medicine is pushing for 80% of hospital nursing staffs to have bachelor's degrees or higher by 2020. She said in 2003, 19% of Memorial nurses had bachelor's degrees. Today, 70% of the 2,000-person nursing staff have bachelor's degrees, including 850 graduates of CSULB, which Crockett said is a huge achievement.

"I think one of the things that is really to be noted is that it's very difficult to find a partnership that looks like this," Crockett said. "It's the combination of Cal State and Memorial's resources that we're able to pull this together. I think it's really fortunate for the community to have something that worked out this well that serves the whole region." ■

Kellogg On Long Beach City College Challenges

(Continued From Page 1)

community colleges, there is no growth. And if your funding formula is based on growth, there is your fundamental problem," he said.

Decreasing enrollment is primarily due to area population trends. Kellogg pointed out that the Long Beach Unified School District's current enrollment figure is about 74,000 systemwide. At its peak it was about 90,000, he said.

The State of California funds its 114 community colleges through its General Fund. The amount of funding each college receives is based upon the number of full-time equivalent students (FTES) attending each college, Kellogg explained. State regulations denote that if a college's FTES number does not increase, its funding stabilizes at a certain level.

"They are given by the State of California a two-year period to come out of stabilization," Kellogg explained. LBCC is currently in stabilization. "If you stay in stabilization beyond two years, the State of California locks you into that area. They say, OK, you have no growth, you are from this point forward locked into that rate forever. Which means the college is essentially doomed financially."

LBCC receives less funding from the state each year. With costs increasing, it is now facing a structural budget deficit of about \$6.7 million in fiscal year 2017-18, according to Kellogg. The total budget,

based on a June 27 presentation to the board, is \$137,673,361 – an increase of more than \$10 million from the 2016-17 fiscal year budget. It must be approved in September.

About 87% of the college's budget goes toward faculty and staff salaries and benefits, according to Kellogg. In California, the average portion of city college budgets dedicated to personnel is in the "mid-80s," he said.

The tentative budget, which the board is still in the process of reviewing, calls for hiring 26 new full-time faculty members, one long-term full-time faculty substitute and one new academic manager at a cost of about \$2.5 million.

"We're not expanding. What is the reason behind hiring additional full-time faculty members?" Kellogg asked. "Are we required because of certain things that are out of our control?"

California community colleges are required to maintain 50% of their faculty positions as full-time, Kellogg explained. There are 344 full-time faculty members employed by LBCC, and 1,031 adjunct faculty positions. Adjunct faculty are not full-time and do not receive benefits. The 50% law applies to however many faculty are working at one time, he explained. "Average income at LBCC for those full-time faculty members is \$93,202," he noted.

Kellogg explained that just because positions are budgeted for does not mean they will be filled. "If we don't need them, they won't be hired," he said. He pointed out that the college has opted not to re-hire for cer-

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Jeff Kellogg, president of the Long Beach City College District Board of Trustees, is focused on ensuring the college develops an enrollment management plan to contend with financial challenges related to declining enrollment. Nearly all of the school's funding comes from the state and relies upon the number of full-time equivalent students enrolled. (Photograph by the Business Journal's Larry Duncan)

Kellogg On Long Beach City College Challenges

(Continued From Page 31)

tain nonessential positions over the years as a way to reduce costs.

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

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

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

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

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



Jeff Kellogg is serving an unprecedented fifth term on the Long Beach City College District Board of Trustees. He is currently the board president. Kellogg is a former Long Beach city councilmember and a former student of LBCC. He represents the district's Area 1, which comprises North Long Beach. (Photograph provided by Jeff Kellogg)

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

Last year, LBCC offered more than 6,000

courses, of which 18% were career or technical courses. The college's average class size is 30 students, according to Kellogg.

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

Increasing access and affordability to classes is also on the board's priority list, Kellogg noted. While students who qualify for the Long Beach College Promise

are guaranteed a year of free tuition and the majority of students on the campus are eligible for free tuition through the California Community College Board of Governors, expensive textbooks remain an issue, he explained.

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

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

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

"If we don't have a strong workforce in California, our economy is in jeopardy," Kellogg said. "That's why I love working with California community colleges. . . . [In] what we do, we can improve people's lives through education. That is the one clear way you can make this state and community better, is to have an educated community." ■

Support Local Small Businesses



Jovino's Pizza

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

Electric Construction Company

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



Miller's Wheel Alignment & Brake Service

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

Blue Ribbon Drapery

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



(Continued From Page 1)

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

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

The fire department has the highest percentage of “club” members – 66.3% – of full-time employees making \$100,000 or more, followed by the police department at 57.4%. Combined, their employees represent about 64% of the “\$100,000 Club” members. These percentages will increase slightly on October 1 when the second of three, 3% pay raises goes into effect (most non-public safety employees will receive a 2% increase).

Wages

While there are some city departments – and some specific positions – with eye-popping salaries, it may surprise readers that the overall city payroll is in line with increases to the region’s consumer price index (CPI).

In June 2009, the U.S. Department of Labor, Bureau of Labor Statistics, indicated that the CPI for the Los Angeles-Riverside-Orange County area was 223.906 (the base year of 100.0 was in 1982-84 – meaning, what cost consumers \$100 in 1982-84, cost \$224 in 2009). In June 2017, the CPI was 255.275. That’s a 14% increase over the past 9 years.

By comparison, the annual city payroll based on August 1, 2009, paychecks, was \$383,570,104 for 5,822 full and part time people. This year, August 1, 2017, the payroll totaled \$434,645,158 for 5,656 employees. That’s a 13.3% increase in total payroll and a 16.6% increase in average annual wages (payroll divided by the number of employees receiving checks).

Union negotiations – especially for sworn personnel – are usually based on what “comparable cities” or agencies in the region are paying for similar positions, such as a firefighter or police officer. The comparison list for police are the cities of Anaheim, Glendale, Huntington

Skill Pay – All City Funds

	FY18	One Year Increase	FY17	FY16	FY15	FY14
Fire Department	\$9,126,714	30.0%	\$7,018,135	\$6,717,975	\$6,983,566	\$7,026,752
Police Department	\$15,039,610	37.8%	\$10,912,093	\$10,651,589	\$10,396,929	\$10,456,065
All Other Departments	\$1,400,800	(16.8%)	\$1,683,751	\$1,696,717	\$1,643,285	\$2,105,238
Totals	\$25,567,124	30.4%	\$19,613,979	\$19,066,282	\$19,023,780	\$19,588,055

Source: City of Long Beach. Note: According to the city’s financial services department, the budget books for FY16 and FY17 contained some errors. This table reflects the corrected amounts. The skill pay comparisons presented by the Business Journal are for the city’s fiscal years beginning October 1 through September 30, and are separate from salary data related to the “\$100,000 Club,” which is based on August 1 paychecks each year.

Beach, Los Angeles, Pasadena, Torrance, Santa Ana and Santa Monica, as well as L.A. and Orange County sheriffs departments. The most recent MOU brings base pay for Long Beach public safety personnel to the mid-point of those agencies, according to city staff.

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

Skill Pay And Overtime

As defined in the budget document, skill pay is “additional compensation specific for specialized skills that enhanced an employee’s job performance.” It sounds reasonable, but taxpayers are on the hook for \$25.6 million in the coming fiscal year, nearly all of it going to public safety personnel. This represents a 30% increase in skill pay costs from the current 2017 fiscal year, even though relatively few employees have been added to the fire or police departments. This is significant considering the fiscal challenges facing the city and public demands for more police officers on the street.

The skill pay arrangements are outlined in the MOUs, which means city councilmembers were aware of the costs – or should have been – when they approved the new contracts. As the Skill Pay Chart above shows, the total cost of skill pay was nearly identical for the four previous years. Thus, it’s likely that skill pay is being used to boost public safety salaries.

Focusing on the police department, skill pay is provided for a number of “skills,” including being a motor officer, working in port security, serving as a helicopter pilot or observer, being bilingual, being assigned to a detective bureau or accident investigation detail. There is extra money for “marksmanship pay,” ranging from \$4 a month for marksman to

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

(Average Employees On Payroll Based On 26 Payroll Periods)

City Department	2017 Total Employees	Permanent Full-Time	Part-Time Employees	Percent Part-Time	2016 Total Employees	Permanent Full Time	Part Time Employees	Percent Part Time
Airport	96	92	4	4%	94	90	4	4%
City Auditor	18	17	1	6%	18	17	1	6%
City Clerk	16	14	2	13%	19	15	4	21%
City Manager	45	40	5	11%	43	41	2	5%
City Prosecutor	40	34	6	15%	42	34	8	19%
Civil Service	20	13	7	35%	24	14	10	42%
Development Services	173	159	14	8%	170	156	14	8%
Disaster Preparedness*	70	69	1	1%	5	5	0	0%
Economic & Property Development	46	40	6	13%	12	12	0	0%
Financial Management	124	114	10	8%	116	104	12	10%
Fire	628	457	171	27%	636	461	175	28%
Harbor	532	497	35	7%	533	497	36	7%
Health & Human Services	309	273	36	12%	302	258	43	14%
Human Resources**	50	47	3	6%	85	76	9	11%
Law	65	63	2	3%	63	62	1	2%
Legislative (Mayor & City Council)	49	40	9	18%	50	41	9	18%
Library Services	170	77	93	55%	164	75	89	54%
Long Beach Gas & Oil	208	201	7	3%	203	198	5	2%
Parks, Recreation & Marine	670	202	468	70%	700	198	502	72%
Police	1,173	1,095	78	7%	1,199	1,120	79	7%
Public Works	492	453	39	8%	478	427	51	11%
Technology Services	122	117	5	4%	117	113	4	3%
Water	222	201	21	9%	217	196	22	10%
Totals	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. **Workforce Development staff transferred to Economic Development. • 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.

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

Department	Full-Time Employees	Club Members	% Club Members
Fire	457	303	66.30%
Police	1,095	628	57.35%
Law	63	26	41.27%
Harbor	497	179	36.02%
City Auditor	17	6	35.29%
City Manager	40	14	35.00%
Civil Service	13	4	30.77%
Technology Services	117	34	29.06%
Development Services	159	44	27.67%
Human Resources	47	13	27.66%
Economic & Property Development	40	10	25.00%
City Clerk	14	3	21.43%
Financial Management	114	23	20.18%
Water	201	34	16.92%
Long Beach Gas & Oil	201	28	13.93%
Legislative (Mayor & City Council)	40	5	12.50%
Airport	92	11	11.95%
Public Works	453	45	9.93%
Parks, Recreation & Marine	202	19	9.41%
City Prosecutor	34	3	8.82%
Health & Human Services	273	22	8.06%
Library Services	77	5	6.49%
Disaster Preparedness	69	3	4.35%
Totals	4,315	1,462	33.88%

Source: City of Long Beach. *As of August 1, 2017.

City Of Long Beach Pension Formulas

Miscellaneous Employees Police Fire Lifeguards

Classic – Inactive

In effect for employees hired prior to 2006. No longer available

Classic – Active

Went into effect after 2006 for non-sworn (miscellaneous) personnel and in 2012 for sworn personnel

PEPRA

California Public Employees Retirement System Reform Act of 2013 (PEPRA) is for new hires by PERs definition after Jan. 1, 2013

Source: City of Long Beach Human Resources Department. Note: Some city employees do not participate or are not eligible.

\$32 a month for master. There is extra money for educational attainment: 2.75% for an associates degree; 5% for a bachelors and 6.5% for a masters, all based on a “Step 5 Police Officer” rate, which is just over \$43 an hour. According to the city’s human resources department, 116 officers are receiving an extra \$1.190 per hour for their AA; 282 officers are getting \$2.164 per hour for having a bachelors degree; 60 officers are receiving \$2.814 per hour for a masters degree; and 178 who are “working” toward getting a bachelors or masters degree are receiving \$1.190 per hour. These payments continue until the officer leaves the city.

The above are a sampling. The fire department has its own set of skill pay categories.

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

In addition to the base pay and skill pay for public safety employees, more than \$27 million is budgeted next year for their overtime. The fire department’s share is \$15,502,183, which represents a 48% increase from the 2015 fiscal year budget. In 2015, the department had 459 full-time employees; next year it’s budgeted for 457. That’s only a 6% increase in the number of employees. The fire department has long claimed, and backed up by city officials, that it is less expensive to use overtime than to hire more firefighters.

Risk Pay Instead Of Skill Pay

The Business Journal has long supported that public safety personnel – especially police officers on the street – should be paid as much as the city can afford to pay. We would support, with a few exceptions, eliminating all skill pay and replacing it with “risk pay.”

City Of Long Beach Unions And Their Members (as of July 21, 2017)

Union (Association) Name	Employees Represented	Dues/Agency Shop Paying
International Association of Machinists and Aerospace Workers	2,795	2,445
ALBE (Association of Long Beach Employees)	726	710
Long Beach Supervisors Employees Association	85	85
Long Beach Police Officers Association	867	791
Long Beach Firefighters Association	374	372
Long Beach Association of Engineering Employees	309	299
Long Beach Management Association	311	205
Long Beach Lifeguard Association	189	179
Long Beach Association of Confidential Employees	40	no fees
Long Beach City Attorneys Association	34	no fees
Long Beach City Prosecutors Association	16	no fees

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

(\$ in Millions)

	FY 18	FY 17	FY 16	FY 15	FY 14
Pensions	\$897	\$723	\$834	\$943	\$692
Sick Leave	\$130	\$130	\$134	\$119	\$119
Retiree Health Subsidy	\$43	\$43	\$143	\$220	\$220
Workers’ Compensation	\$114	\$114	\$111	\$111	\$100
Total Unfunded Liabilities	\$1,185	\$1,010	\$1,222	\$1,393	\$1,131

Source: City of Long Beach

The men and women who are doing the tough work and who are putting their lives on the line on a daily basis – patrol, motors, detectives, gang detail, undercover, etc. – should be the highest paid members of the department. The current skill pay system rewards everyone irrespective of risk.

Pensions And Unfunded Liabilities

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

Turn Page For Salary Listings – Pages 36-39

The listing of salaries for the “\$100,000 Club” is presented on the following pages in three sections: One section is 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; Long Beach Gas & Oil; Parks, Recreation & Marine; public works; and technology services. 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. 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 2017 it’s nearly 58%), the percentage of club members to full-time employees, and how the numbers have changed during the past nine 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%

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

Long Beach City Salaries – \$100,000 Club

Notes:

- Salary amounts were derived by multiplying the employee’s hourly rate as of August 1, 2017 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.
- “Negotiated Increase” – also shown as NI – refers to a general salary increase and/or a step increase per an existing MOU.
- “New Person” refers to a new employee being hired for the position.
- “Salary Adj” means a Salary Adjustment was made to the position’s salary to better reflect comparable salaries for the position in other cities and industry standards.
- As of this publication date, 4 of the city’s 11 employee groups have not reached an agreement on a new contract. They are: lifeguards, engineers, city attorneys and the Association of Long Beach Employees. Collectively, these groups represent approximately 1,250 employees.
- For an explanation of why the salaries are shown in three sections/categories, please turn to the previous page and read the information that accompanies the chart at the bottom of the page.

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	266,065	2.0%	Salary Adj
Assistant City Manager*	City Manager	252,146	5.1%	Salary Adj & NI
Dir of Development Services*	Development Services	222,752	2.0%	NI
Dir of Long Beach Airport*	Airport	217,232	29.5%	New Person
Position holder on 8/1/2016 was serving in an acting capacity. Previous permanent position holder had a salary of \$198,001.				
Dir of Public Works*	Public Works	216,656	2.0%	NI
Dir of Financial Management*	Financial Management	216,620	2.0%	NI
Dir of Human Resources*	Human Resources	214,199	2.0%	NI
Dir of Parks, Recreation & Marine*	Parks, Recreation & Marine	214,199	4.5%	Salary Adj & NI
Dir-Disaster Prep. & Emergency Comm.*	Disaster Prep./Emer. Comm.	212,160	2.0%	NI
Dir of Technology Services*	Technology Services	212,160	2.0%	NI
Dir-Long Beach Gas & Oil*	Long Beach Gas & Oil	209,098	2.0%	NI
Dir of Health & Human Services*	Health & Human Services	206,062	2.0%	NI
Dir of Library Services*	Library Services	205,037	2.0%	NI
Dir-Business & Property Development*	Economic Development	204,002	-4.8%	New Person
Deputy Dir/City Engineer*	Public Works	203,000	2.0%	NI
Deputy City Manager*	City Manager	200,000	2.6%	New Person
City Health Officer*	Health & Human Services	183,600	8.8%	New Person
Deputy Dir-Development Services*	Development Services	183,596	25.7%	New Person
Previous position holder was serving in an acting capacity. Previous permanent position holder had a salary of \$180,087.				
Assistant Dir-Financial Management*	Financial Management	178,856	7.5%	Salary Adj & NI
Deputy Dir-Human Resources*	Human Resources	176,460	2.0%	NI
Manager-Gas & Oil Operations*	Long Beach Gas & Oil	176,409	5.1%	Salary Adj & NI
Deputy Dir-Airport*	Airport	173,400	0.0%	New Position
Public Health Physician	Human Resources	173,400	2.0%	NI
Special Projects Officer*	Human Resources	170,311	2.0%	NI
Manager-Property Services*	Economic Development	166,260	0.0%	New Position
Deputy Dir-Parks, Recreation & Marine*	Parks, Recreation & Marine	163,200	0.0%	New Position
City Traffic Engineer*	Public Works	163,200	2.0%	NI
Manager-Business Information Services*	Technology Services	163,200	0.0%	New Person
Manager-Technology Infrastructure Svcs*	Technology Services	163,200	11.1%	New Person
Superintendent-Building and Safety*	Development Services	162,835	2.0%	NI
Exec Dir-Reg Workforce Investment Board*	Economic Development	162,315	9.1%	Salary Adj & NI
Division Engineer-Oil Properties*	Long Beach Gas & Oil	160,069	2.0%	NI
City Treasurer*	Financial Management	159,195	2.0%	NI
Manager-Electric Generation*	Long Beach Gas & Oil	158,629	2.0%	NI
Division Engineer-Oil Properties*	Long Beach Gas & Oil	158,600	-3.8%	New Person
Division Engineer-Oil Properties*	Long Beach Gas & Oil	158,531	2.0%	NI
Public Health Physician	Health & Human Services	156,406	0.0%	New Person
Manager-Environmental Services*	Public Works	156,060	2.0%	NI
Manager-Planning Bureau *	Development Services	155,041	2.0%	NI
Manager-Public Service *	Public Works	154,021	0.0%	New Person
Manager-Labor Relations *	Human Resources	153,804	2.0%	NI
Manager-Risk & Occupational Health Svcs*	Human Resources	153,804	0.0%	New Person
General Superintendent-Development Svcs*	Development Services	151,708	2.0%	NI
Manager- Operations*	Airport	150,988	0.9%	New Person
Manager-Admin & Financial Services*	Airport	150,988	9.1%	Salary Adj & NI
Assistant City Engineer*	Public Works	149,940	15.3%	New Person
Project Management Officer*	Public Works	149,940	0.0%	New Position
Geologist II	Long Beach Gas & Oil	148,022	0.0%	NI
Petroleum Engineer II (2 Positions)	Long Beach Gas & Oil	148,022	0.0%	NI
Engineering Officer*	Airport	147,899	2.0%	NI
Manager-Engineering & Construction*	Long Beach Gas & Oil	147,185	2.0%	NI
Manager-Financial Controls*	Financial Management	146,125	2.0%	NI
Manager-Commercial Services*	Financial Management	145,607	2.0%	NI
Manager-Fleet Services*	Public Works	145,330	2.0%	NI
Manager-Business Relations*	Financial Management	144,839	0.9%	New Person
Manager-Administration*	Disaster Prep./Emer. Comm.	143,654	2.0%	NI
Administrative Officer*	Technology Services	143,654	2.0%	NI
Treasury Operations Officer*	Financial Management	142,341	2.0%	NI
Tidelands Development Officer*	City Manager	141,563	0.0%	Vacant

Position	Department	Aug. 1 Salary	Percent Change	Reason
Manager-Disaster Management*	Disaster Prep./Emer. Comm.	140,233	2.0%	NI
Data Center Officer*	Technology Services	139,999	0.0%	New Person
Treasury Operations Officer*	Financial Management	139,607	0.0%	New Person
Manager-Customer Service-Tech Services*	Technology Services	138,720	0.0%	New Person
Manager-Business Operations *	Public Works	138,666	2.0%	NI
Manager-Recreation Services *	Parks, Recreation & Marine	138,250	2.0%	NI
Construction Services Officer *	Public Works	138,158	7.1%	Salary Adj & NI
Cyber Security Officer *	Technology Services	138,000	0.0%	New Person
Manager-Code Enforcement *	Development Services	137,643	0.0%	New Position
City Controller *	Financial Management	137,336	-7.0%	Salary Adj
Business Info Tech Officer (2 Positions)*	Technology Services	136,217	2.0%	NI
Wireless Communications Officer*	Technology Services	136,217	2.0%	NI
Manager-Marine Operations*	Parks, Recreation & Marine	135,357	2.0%	NI
General Superintendent of Operations*	Public Works	134,640	0.0%	New Person
Manager-Admin & Financial Services*	Development Services	134,233	2.0%	NI
Building Inspections Officer*	Development Services	133,596	9.1%	Salary Adj & NI
Business Information Systems Officer*	Technology Services	133,546	0.0%	New Person
Advance Planning Officer*	Development Services	133,112	2.0%	NI
Current Planning Officer*	Development Services	133,112	2.0%	NI
Assistant City Traffic Engineer*	Public Works	132,602	0.0%	New Person
Housing Development Officer*	Development Services	132,600	2.0%	NI
Manager-Housing Authority*	Health & Human Services	132,600	2.0%	NI
Manager-Business Operations*	Long Beach Gas & Oil	132,600	2.0%	NI
Senior Structural Engineer	Development Services	132,586	0.0%	NI
Manager-Animal Care Services*	Parks, Recreation & Marine	131,880	2.0%	NI
Petroleum Operations Coordinator II	Long Beach Gas & Oil	129,587	0.0%	NI
Manager-Maintenance Operations*	Parks, Recreation & Marine	129,092	2.0%	NI
Assistant City Controller (2 positions)*	Financial Management	128,092	2.0%	NI
Budget Management Officer*	Financial Management	128,092	2.0%	NI
Assistant to the City Manager (i-team)	City Manager	127,499	-19.0%	New Person
Manager-Support Services-Health*	Health & Human Services	127,499	2.0%	NI
Manager-Environmental Health*	Health & Human Services	127,168	2.0%	NI
Petroleum Operations Coordinator I	Long Beach Gas & Oil	127,113	5.4%	NI
Manager-Community Health*	Health & Human Services	126,479	0.0%	New Person
Manager-Preventive Health*	Health & Human Services	126,479	0.0%	New Person
Senior Civil Engineer (3 Positions)	Development Services	126,443	0.0%	NI
Senior Civil Engineer (3 Positions)	Public Works	126,443	0.0%	NI
Senior Traffic Engineer (2 Positions)	Public Works	126,443	5.0%	NI
Capital Projects Coordinator IV	Public Works	126,038	2.0%	NI
Manager-Main Library Services*	Library Services	125,970	2.0%	NI
Superintendent-Street Maintenance*	Public Works	125,840	0.0%	Vacant
Fleet Finance Officer*	Public Works	125,640	2.0%	NI
Manager-Gas Services*	Long Beach Gas & Oil	125,385	2.0%	NI
Manager-Special Events & Filming*	City Manager	123,640	2.0%	NI
Superintendent-Refuse & Street Sweeping*	Public Works	123,638	2.0%	NI
Human Resources Officer*	Human Resources	122,400	9.8%	New Person
City Safety Officer*	Human Resources	122,400	2.0%	NI
Purchasing Agent*	Financial Management	122,398	2.0%	NI
Petroleum Operations Coord I (3 Positions)	Long Beach Gas & Oil	120,562	0.0%	NI
Manager-Government Affairs*	City Manager	120,361	2.0%	NI
Public Information Officer*	City Manager	120,361	2.0%	NI
Manager-Branch Library Services*	Library Services	120,165	0.0%	Vacant
Redevelopment Project Officer*	Economic Development	120,105	2.0%	NI
Superintendent-Traffic Operations*	Public Works	119,994	2.0%	NI
Real Estate Officer*	Economic Development	119,850	2.0%	NI
Capital Projects Coordinator IV	Public Works	119,821	0.0%	NI
Business Systems Specialist VI (5 Positions)	Technology Services	119,464	2.0%	NI
Communication Specialist VI (4 Positions)	Technology Services	119,464	2.0%	NI
Systems Support Specialist VI	Technology Services	119,464	2.0%	NI
Business Systems Specialist VI-Confidential	Technology Services	119,464	2.0%	NI
Controls Operations Officer*	Financial Management	119,001	0.0%	Vacant
Neighborhood Resources Officer*	Development Services	118,925	2.0%	NI
Assistant to the City Manager*	City Manager	117,919	9.1%	Salary Adj & NI
Manager-Automated Services*	Library Services	117,469	0.0%	New Person
Superintendent-Operations*	Parks, Recreation & Marine	117,302	2.0%	NI
Assistant to the City Manager (Marijuana)*	City Manager	117,300	0.0%	New Position
Revenue Management Officer*	Financial Management	117,254	3.3%	New Person
Admin. Officer-Public Works (2 Positions)*	Public Works	117,254	2.0%	NI
Nutrition Services Officer*	Health & Human Services	117,176	2.0%	NI
Noise Abatement Officer*	Airport	116,953	2.0%	NI
Park Development Officer*	Parks, Recreation & Marine	116,281	2.0%	NI
Administrative Officer *	Financial Management	116,279	2.0%	NI
Budget Analysis Officer*	Financial Management	115,822	7.2%	New Person
Budget Management Officer*	Financial Management	115,822	0.0%	New Position
Gas Pipeline Compliance Officer*	Long Beach Gas & Oil	115,260	2.0%	NI
Special Projects Officer*	Public Works	115,002	0.5%	New Person
Gas Supply Officer*	Long Beach Gas & Oil	114,749	0.0%	New Person
Petroleum Operations Coordinator I	Long Beach Gas & Oil	114,607	5.3%	NI
Code Enforcement Officer*	Development Services	114,400	0.0%	Vacant
Laboratory Services Officer*	Health & Human Services	114,365	2.0%	NI
Civil Engineer	Development Services	114,227	0.0%	NI
Civil Engineer (2 Positions)	Public Works	114,227	0.0%	NI
SERRF Operations Officer*	Long Beach Gas & Oil	114,008	2.0%	NI
Occupational Health Services Officer*	Human Resources	113,741	-5.7%	New Person
Neighborhood Improvement Officer*	Development Services	113,626	7.4%	Salary Adj & NI
Business Systems Specialist VI	Technology Services	113,561	0.0%	New Person
Assistant to the City Manager*	City Manager	113,518	2.0%	NI
Administrative Assistant-City Manager*	City Manager	113,518	7.7%	Salary Adj & NI

Long Beach City Salaries – \$100,000 Club

<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>
Administrative Officer-Airport*	Airport	113,505	2.0%	NI	Deputy Fire Chief (2 Positions) *	Fire	203,415	8.5%	Salary Adjustment & NI
Human Resources Officer (2 Positions)*	Human Resources	112,201	2.0%	NI	Deputy Fire Chief *	Fire	197,216	5.2%	Salary Adjustment & NI
Administrative Services Officer*	Economic Development	112,192	2.0%	NI	Assistant Fire Chief *	Fire	191,550	8.9%	Salary Adjustment & NI
Superintendent-Operations*	Long Beach Gas & Oil	112,130	2.0%	NI	Police Commander (7 Positions) *	Police	188,062	10.4%	Salary Adjustment & NI
Accounting Operations Officer*	Financial Management	111,714	2.0%	NI	Police Commander (5 Positions) *	Police	186,705	9.6%	Salary Adjustment & NI
Plan Checker-Fire Prevention II	Development Services	111,284	0.0%		Assistant Fire Chief *	Fire	185,351	5.3%	New Person
Planner V (3 Positions)	Development Services	110,769	1.0%	NI	POA President-Police Lieutenant	Police	180,636	7.1%	NI
Plan Checker-Plumbing II	Development Services	110,763	5.1%	NI	Battalion Chief (4 Positions)	Fire	170,609	7.0%	NI
Plan Checker-Electrical II	Development Services	110,763	0.0%		Marine Safety Chief *	Fire	168,232	6.9%	Salary Adjustment & NI
Facilities Management Officer*	Public Works	110,690	2.0%	NI	Battalion Chief (6 Positions)	Fire	165,809	7.3%	NI
Administrative Officer*	Long Beach Gas & Oil	110,159	2.0%	NI	Police Lieutenant (8 Positions)	Police	162,367	7.6%	NI
Recycling & Sustainability Officer*	Public Works	110,001	0.0%	New Person	Police Lieutenant (6 Positions)	Police	160,343	7.6%	NI
Admin Officer-Development Services*	Development Services	109,955	1.6%	New Person	Police Lieutenant (9 Positions)	Police	157,955	7.7%	NI
Financial Services Officer*	Long Beach Gas & Oil	109,262	2.0%	NI	Battalion Chief	Fire	156,181	12.9%	NI
Plan Checker-Mechanical II	Development Services	109,197	5.2%	NI	Police Lieutenant (4 Positions)	Police	154,252	13.2%	NI
Nursing Services Officer*	Health & Human Services	109,139	-2.4%	New Person	Police Lieutenant (2 Positions)	Police	151,769	4.6%	NI
Special Projects Officer-Housing*	Health & Human Services	109,139	2.0%	NI	Fire Captain	Fire	151,514	7.6%	NI
Community Information Officer*	Parks, Recreation & Marine	109,055	2.0%	NI	Battalion Chief (2 Positions)	Fire	149,656	7.0%	NI
Senior Civil Engineer	Airport	108,788	0.0%	New Person	Police Lieutenant	Police	147,025	0.0%	New Person
Senior Traffic Engineer	Public Works	108,788	5.2%	NI	Police Lieutenant	Police	142,959	0.0%	New Person
Civil Engineer	Public Works	108,788	0.0%		Police Sergeant (11 Positions)	Police	142,930	8.2%	NI
Superintendent-Fleet Acquisition*	Public Works	108,329	0.0%	New Person	Fire Captain (2 Positions)	Fire	142,193	9.6%	NI
Financial Services Officer*	Health & Human Services	108,204	2.0%	NI	Police Sergeant (21 Positions)	Police	140,592	8.3%	NI
Administrative Officer*	Health & Human Services	108,204	2.0%	NI	Fire Captain	Fire	139,905	8.1%	NI
Physician Assistant	Health & Human Services	107,897	2.0%	NI	Fire Captain (3 Positions)	Fire	139,511	8.3%	NI
Capital Projects Coordinator III (2 Positions)	Public Works	107,897	0.0%		Fire Captain (12 Positions)	Fire	138,459	9.2%	NI
Business Systems Specialist V (4 Positions)	Technology Services	107,897	2.0%	NI	Manager-Administration *	Fire	137,117	2.0%	NI
Communication Specialist V	Technology Services	107,897	2.0%	NI	Fire Captain (16 Positions)	Fire	136,604	8.2%	NI
Systems Support Specialist V (2 Positions)	Technology Services	107,897	2.0%	NI	Police Sergeant (16 Positions)	Police	136,535	8.5%	NI
Business SYS Specialist V-Confidential	Technology Services	107,897	2.0%	NI	Manager-Business Operations *	Police	136,424	2.0%	NI
Video Communications Officer*	Technology Services	107,100	2.0%	NI	Police Sergeant (7 Positions)	Police	134,502	8.7%	NI
Veterinarian	Parks, Recreation & Marine	107,062	2.0%	NI	Fire Captain (8 Positions)	Fire	134,333	9.4%	NI
Administrative Officer-Library Services*	Library Services	106,572	0.0%	Vacant	Police Sergeant (3 Positions)	Police	133,688	14.9%	NI
Financial Services Officer*	Financial Management	106,183	2.0%	NI	Jail Administrator *	Police	132,602	2.0%	NI
Homeless Services Officer*	Health & Human Services	106,081	8.2%	New Person	Fire Captain (13 Positons)	Fire	132,477	5.0%	NI
Financial Services Officer*	Development Services	105,975	2.0%	NI	Police Sergeant (10 Positions)	Police	131,791	8.5%	NI
Real Estate Project Coordinator III	Development Services	105,263	2.0%	NI	Fire Captain (9 Positions)	Fire	130,636	5.0%	NI
Real Estate Project Coord. III (2 Positions)	Economic Development	105,263	2.0%	NI	Police Sergeant (2 Positions)	Police	129,758	8.7%	NI
Transportation Planner III	Public Works	105,263	2.0%	NI	Fire Boat Operator (Pilot) (2 Positions)	Fire	129,230	17.9%	NI
Storm Water/Environ. Compliance Officer*	Public Works	105,190	0.0%	Vacant	Fire Captain (3 Positions)	Fire	127,524	5.0%	NI
Facilities Management Officer*	Airport	105,050	0.0%	Vacant	Police Administrative Bureau Chief *	Police	127,499	2.0%	NI
Superintendent-Pipeline Maintenance*	Long Beach Gas & Oil	104,549	-1.8%	New Person	Police Sergeant (7 Positions)	Police	126,911	19.0%	NI
Principal Construction Inspector	Long Beach Gas & Oil	104,236	4.9%	NI	Police Corporal (3 Positions)	Police	126,783	9.4%	NI
Superintendent-Personnel & Training*	Parks, Recreation & Marine	104,171	0.0%	Vacant	Deputy Fire Marshal	Fire	126,443	0.0%	New Person
Plan Checker-Fire Prevention I	Development Services	104,169	5.1%	NI	Fire Boat Operator (Pilot)	Fire	126,155	12.7%	NI
Department Safety Officer*	Human Resources	104,148	2.0%	NI	Emergency Medical Education Coordinator	Fire	126,038	2.0%	NI
Planner IV	Development Services	104,050	2.0%	NI	Fire Captain (4 Positions)	Fire	125,871	10.4%	NI
Environmental Health Operations Officer*	Health & Human Services	104,040	0.0%	New Person	Fire Boat Operator (Pilot) (3 Positions)	Fire	125,103	12.9%	NI
Superintendent-Park Maintenance*	Parks, Recreation & Marine	104,040	2.0%	NI	Fire Engineer (5 Positions)	Fire	122,906	8.7%	NI
Clinical Services Officer*	Health & Human Services	104,000	0.0%	New Person	Police Corporal (3 Positions)	Police	122,726	9.7%	NI
Special Projects Officer*	Health & Human Services	104,000	0.0%	New Position	Police Sergeant (2 Positions)	Police	122,634	-2.6%	New Persons
Civil Engineer	Development Services	103,370	5.2%	NI	Fire Captain (6 Positions)	Fire	121,591	5.1%	NI
Mechanical Engineer (2 Positions)	Long Beach Gas & Oil	103,370	0.0%	New Persons	Forensic Sciences Services Administrator *	Police	121,380	2.0%	NI
Veterinarian	Parks, Recreation & Marine	103,251	2.0%	NI	Firefighter (3 Positions)	Fire	121,127	10.1%	NI
Plan Checker-Fire Prevention I	Development Services	103,126	0.0%		Deputy Fire Marshal	Fire	120,424	0.0%	New Person
Plan Checker-Fire Prevention I	Development Services	103,126	5.7%	NI	Police Sergeant	Police	119,787	15.7%	NI
Recreation Superintendent (4 Positions)*	Parks, Recreation & Marine	103,030	2.0%	NI	Police Officer (3 Positions)	Police	119,683	10.7%	NI
Superintendent-Fleet Maintenance*	Public Works	103,021	-3.0%	New Person	Fire Engineer (19 Positions)	Fire	119,293	9.8%	NI
Nurse Practitioner (2 Positions)	Health & Human Services	102,589	1.0%	NI	Firefighter (3 Positions)	Fire	119,272	9.0%	NI
Planner IV (3 Positions)	Development Services	102,589	2.0%	NI	Firefighter (2 Positions)	Fire	118,447	10.3%	NI
Capital Projects Coordinator III	Airport	102,537	0.0%	New Person	Police Corporal	Police	118,210	7.6%	NI
Capital Projects Coordinator III	Public Works	102,537	7.3%	NI	Police Officer (7 Positions)	Police	117,984	9.5%	NI
Business Systems Specialist V (2 Positions)	Technology Services	102,537	7.3%	NI	Police Sergeant	Police	117,890	-7.7%	New Person
Superintendent-Park Maintenance*	Parks, Recreation & Marine	102,441	2.0%	NI	Marine Safety Captain	Fire	117,684	0.0%	NI
Community Information Officer*	Development Services	102,001	0.0%	New Position	Administrative Officer *	Fire	117,300	2.0%	NI
Assistant to the City Manager*	City Manager	101,999	-7.0%	New Person	Administrative Officer-Police *	Police	117,300	0.0%	New Person
Special Projects Officer*	City Manager	101,994	2.0%	NI	Firefighter (5 Positions)	Fire	116,849	5.1%	NI
Special Projects Officer*	Economic Development	101,990	2.0%	NI	Police Officer (22 Positions)	Police	116,627	9.4%	NI
Special Projects Officer*	Public Works	101,650	7.0%	Salary Adj & NI	Fire Engineer (14 Positions)	Fire	116,216	7.5%	NI
Principal Building Inspector (5 Positions)	Development Services	101,627	0.0%		Firefighter (4 Positions)	Fire	115,818	9.9%	NI
Senior Surveyor	Public Works	101,014	0.0%	New Person	Fire Captain (2 Positons)	Fire	115,175	10.8%	NI
Principal Building Inspector	Development Services	100,584	0.0%		Police Officer (72 Positions)	Police	114,958	9.6%	NI
Financial Services Officer*	Parks, Recreation & Marine	100,417	2.0%	NI	Fire Engineer (12 Positions)	Fire	114,340	9.3%	NI
Operations Officer*	Airport	100,087	2.0%	NI	Firefighter (8 Positions)	Fire	113,699	5.3%	NI
Development Project Manager II	Health & Human Services	100,033	0.0%	New Person	Police Officer (42 Positions)	Police	112,925	9.8%	NI
Real Estate Project Coordinator III	Economic Development	100,033	0.0%	New Person	Financial Services Officer *	Police	112,201	2.0%	NI
Admin Analyst IV-Confidential (3 Positions)	Financial Management	100,033	2.0%	NI	Firefighter (9 Positions)	Fire	112,048	5.3%	NI
Capital Projects Coordinator II (4 Positions)	Public Works	100,033	0.0%	New Persons	Fire Engineer (13 Positions)	Fire	111,883	5.3%	NI
					Police Officer (24 Positions)	Police	111,570	9.7%	NI
					Plan Checker-Fire Prevention II	Fire	111,284	0.0%	New Person
					Criminalist Supervisor	Police	110,769	2.0%	NI
					Plan Checker-Fire Prevention II	Fire	110,763	0.0%	
					Police Officer (79 Positions)	Police	110,537	9.9%	NI
					Administrative Officer-Police *	Police	110,533	2.0%	NI
					Fire Engineer (3 Positions)	Fire	110,418	5.4%	NI
					Firefighter (4 Positions)	Fire	110,397	7.8%	NI
					Police Officer (73 Positions)	Police	108,867	10.1%	NI
					Fire Engineer (3 Positions)	Fire	108,373	1.3%	NI

City Manager Departments – Public Safety

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

<u>Position</u>	<u>Department</u>	<u>Aug. 1 Salary</u>	<u>Percent Change</u>	<u>Reason</u>
Chief of Police *	Police	245,139	3.0%	Salary Adjustment & NI
Fire Chief *	Fire	242,349	3.0%	Salary Adjustment & NI
Deputy Chief of Police (2 Positions) *	Police	218,217	9.3%	Salary Adjustment & NI
Deputy Chief of Police *	Police	208,051	4.2%	Salary Adjustment & NI

Long Beach City Salaries – \$100,000 Club

Position	Department	Aug. 1 Salary	Percent Change	Reason	Position	Department	Aug. 1 Salary	Percent Change	Reason
Fire Captain	Fire	108,145	0.0%	New Person	Assistant Director-Real Estate*	Harbor	143,291	2.0%	New Person
Firefighter (21 Positions)	Fire	107,920	5.4%	NI	City Mayor*	Legislative	142,685	2.0%	City Charter Increase
Fire Engineer (6 Positions)	Fire	106,499	5.4%	NI	Manager-Network Operations*	Harbor	142,646	0.0%	Vacant
Marine Safety Captain (2 Positions)	Fire	106,480	4.9%	NI	Water Treatment Superintendent*	Water	142,164	2.0%	NI
Police Officer (78 Positions)	Police	105,793	10.0%	NI	Manager-Financial Planning& Analysis *	Harbor	142,103	0.0%	New Person
Emergency Medical Educator (2 Positions)	Fire	105,263	2.0%	NI	Manager-Harbor Marine *	Harbor	140,882	0.0%	Vacant
Firefighter (9 Positions)	Fire	105,033	9.9%	NI	Assistant Director-Human Resources*	Harbor	140,481	0.0%	Vacant
Police Officer (28 Positions)	Police	104,123	10.2%	NI	Asst Dir-Communications/Commun Rel*	Harbor	140,481	0.0%	Vacant
Police Officer (9 Positions)	Police	103,664	7.4%	NI	Senior Program Manager (4 Positions)	Harbor	139,976	0.0%	
Firefighter (18 Positions)	Fire	103,587	10.0%	NI	Senior Program Manager-Water (2 Positions)	Water	139,976	0.0%	
Nurse Practitioner	Police	102,589	2.0%	NI	Manager-Internal Controls*	Harbor	139,317	0.0%	Vacant
Fire Engineer (2 Positions)	Fire	102,370	5.5%	NI	Manager-Technological Security*	Harbor	138,378	2.0%	NI
Firefighter (11 Positions)	Fire	102,349	10.1%	NI	Manager-Engineering Technology*	Harbor	138,173	2.0%	NI
Police Records Administrator*	Police	102,001	2.0%	NI	Manager-Contract Compliance*	Harbor	138,173	4.1%	New Person
Police Officer (10 Positions)	Police	101,640	10.4%	NI	Chief of Staff-Mayor*	Legislative	137,904	2.0%	NI
Firefighter (11 Positions)	Fire	100,700	7.4%	NI	Deputy City Attorney	Law	137,820	0.0%	
Criminalist II-Miscellaneous (3 Positions)	Police	100,033	2.0%	NI	Assistant City Clerk*	City Clerk	137,751	0.0%	New Person

Non-City Manager Departments

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

Position	Department	Aug. 1 Salary	Percent Change	Reason	Position	Department	Aug. 1 Salary	Percent Change	Reason
Chief Executive-Harbor Department*	Harbor	351,201	0.0%		Manager-Administration*	Water	137,701	0.0%	New Person
Assistant Executive Director-Harbor*	Harbor	296,013	0.0%	New Position	Manager-Information Services*	Water	136,201	2.0%	NI
City Attorney*	Law	283,768	2.0%	City Charter Increase	Deputy City Auditor*	City Auditor	136,113	2.0%	NI
General Manager-Water*	Water	273,000	5.0%	Salary Adjustment	Manager-Safety/Business Continuity*	Harbor	135,879	2.0%	NI
Capital Programs Executive*	Harbor	255,466	1.8%	New Person	Manager-Environmental Remediation*	Harbor	135,877	2.0%	NI
Managing Director*	Harbor	255,466	4.9%	New Person	Manager-Water Quality Practices*	Harbor	135,877	2.0%	NI
Managing Director*	Harbor	236,306	2.0%	NI	Manager-Sustainable Practices*	Harbor	135,873	2.0%	NI
Assistant City Attorney*	Law	235,901	4.1%	Salary Adjustment & NI	Manager-Air Quality Practices*	Harbor	135,819	5.0%	Salary Adjustment & NI
Managing Director (4 Positions)*	Harbor	231,585	2.0%	NI	Business Systems Specialist VII	Water	135,658	2.0%	NI
Assistant General Manager-Water*	Water	228,127	2.0%	NI	Manager of Accounting*	Harbor	135,464	8.0%	NI
Assistant City Attorney*	Law	224,153	4.2%	Salary Adjustment & NI	Deputy City Attorney	Law	134,955	0.0%	New Person
City Prosecutor*	City Prosecutor	221,961	2.0%	City Charter Increase	Manager-Emergency Management*	Harbor	134,120	2.0%	NI
City Auditor*	City Auditor	211,133	2.0%	City Charter Increase	Manager-CEQA/NEPA Practices*	Harbor	133,458	3.2%	New Person
Executive Director-Civil Service*	Civil Service	191,518	9.1%	Salary Adjustment & NI	Senior Program Manager	Harbor	133,312	5.2%	NI
Senior Director-Engineering Design/Mainten.*	Harbor	186,278	2.0%	NI	Manager-Security Operations*	Harbor	133,057	2.0%	NI
Senior Director-Program Delivery*	Harbor	186,278	2.0%	N	Senior Structural Engineer	Harbor	132,586	0.0%	
Executive Officer to the Board *	Harbor	184,232	2.0%	NI	Manager of Master Planning*	Harbor	131,930	2.0%	NI
Assistant City Prosecutor*	City Prosecutor	181,826	2.0%	NI	Director-Finance*	Water	131,661	2.0%	NI
Principal Deputy City Attorney*	Law	181,488	4.0%	Salary Adjustment & NI	Manager-Transportation Development*	Harbor	128,528	2.0%	NI
Director of Security*	Harbor	178,826	2.0%	NI	Legal Administrator-Attorney*	Law	128,303	2.0%	NI
Assistant City Auditor*	City Auditor	178,507	-5.4%	New Person	Director-Planning/Water Conservation *	Water	128,000	0.0%	Vacant
Deputy General Manager-Operations*	Water	178,501	0.0%	New Person	Manager-Security Operations *	Harbor	127,940	2.0%	NI
Director of Information Management*	Harbor	173,997	2.0%	NI	Manager-Commercial Trade-Import Cargo*	Harbor	127,940	2.0%	NI
Director-Construction Management*	Harbor	173,383	6.5%	New Person	Manager-Infrastructure Maintenance *	Harbor	127,940	2.0%	NI
Director of Communications*	Harbor	170,311	7.2%	New Person	Manager-Utilities *	Harbor	127,940	2.0%	NI
Director of Engineering*	Water	169,046	2.0%	NI	Manager-Facilities Maintenance*	Harbor	127,940	2.0%	NI
Principal Deputy City Attorney*	Law	168,887	4.0%	Salary Adjustment & NI	Manager-Grants Administration*	Harbor	127,940	2.0%	NI
Director-Human Resources-Harbor *	Harbor	168,382	2.0%	NI	Manager-Business Development*	Harbor	127,940	2.0%	NI
Director-Real Estate*	Harbor	168,382	2.0%	NI	Manager-Business Develop.-Export Cargo*	Harbor	127,940	0.0%	New Person
Director of Operations*	Water	168,057	0.0%	Vacant	Manager-Revenue*	Harbor	127,940	0.0%	New Position
Director-Engineering Design*	Harbor	166,053	2.0%	NI	Manager-Commer. Trade-Ocean Carriers*	Harbor	127,938	2.0%	NI
Director-Program Management*	Harbor	163,761	-0.8%	New Person	Manager-Labor Compliance Administrative*	Harbor	127,938	0.0%	New Person
Director-Human Resources-Harbor*	Harbor	163,761	0.0%	New Person	Legislative Assistant-NonCareer	Legislative	127,733	2.0%	NI
Director-Business Development*	Harbor	163,761	2.0%	NI	Senior Civil Engineer	Harbor	127,487	0.0%	
Director-Finance*	Harbor	163,759	2.0%	NI	Deputy City Attorney	Law	126,763	2.0%	Salary Adj
Director-Project Controls*	Harbor	160,551	0.0%	Vacant	Environmental Remediation Specialist II	Harbor	126,443	0.0%	
Director-Tenant Services & Operations*	Harbor	160,487	2.0%	NI	Senior Civil Engineer (13 Positions)	Harbor	126,443	0.0%	
Director-Environmental Planning*	Harbor	160,487	2.0%	NI	Senior Civil Engineer (7 Positions)	Harbor	126,443	5.0%	NI
Director-Master Planning*	Harbor	160,487	2.0%	NI	Senior Traffic Engineer	Harbor	126,443	0.0%	
Director-Government Relations*	Harbor	160,487	0.0%	New Position	Senior Scheduler (3 Positions)	Harbor	126,443	0.0%	
Director of Risk Management*	Harbor	160,487	2.0%	NI	Senior Civil Engineer (2 Positions)	Water	126,443	5.0%	NI
Director of Maintenance*	Harbor	160,487	2.0%	NI	Office Systems Analyst III (9 Positions)	Harbor	126,038	1.1%	NI
Director-Transportation Planning*	Harbor	160,487	2.0%	NI	Port Planner V	Harbor	126,038	2.0%	NI
Director-Survey*	Harbor	160,487	0.0%	New Person	Water Operations Superintendent*	Water	124,999	0.0%	New Position
Principal Deputy City Attorney*	Law	158,986	4.0%	Salary Adjustment & NI	Deputy City Auditor (2 Positions)*	City Auditor	123,187	0.0%	Vacant
Manager-Engineering (2 Positions)*	Water	158,725	0.0%	New Position	Senior Civil Engineer (3 Positions)	Harbor	120,424	0.0%	New Person
Division Engineer*	Water	155,613	0.0%	Vacant	Manager-Workers Compensation*	Law	120,380	4.0%	Salary Adjustment & NI
Deputy City Attorney (3 Positions)	Law	154,860	0.0%		Project Scheduler II	Harbor	119,925	0.0%	New Person
Asst Dir-Construction Mgt (2 Positions)*	Harbor	154,530	0.0%	Vacant	Office Systems Analyst III	Harbor	119,821	7.4%	NI
Assistant Dir Security-Homeland Security*	Harbor	153,524	-0.7%	New Person	Capital Projects Coordinator IV	Harbor	119,821	7.4%	NI
Assistant Director-Security Support*	Harbor	153,524	-0.7%	New Person	Deputy City Attorney (2 Positions)	Law	119,552	0.0%	
Deputy City Attorney (2 Positions)	Law	150,575	0.0%		Business Systems Specialist VI	Water	119,464	0.0%	New Person
Director-Government/Public Affairs*	Water	149,940	2.0%	NI	Mgr-Security & Emergency Preparedness*	Water	119,339	0.0%	New Person
Manager-Intermodal Operations*	Harbor	148,408	0.0%	New Person	Water Laboratory Manager*	Water	117,746	2.0%	NI
Assistant Director-Engineering Design*	Harbor	148,408	2.0%	NI	Water Operations Superintendent*	Water	117,258	2.0%	NI
Assistant Director-Finance*	Harbor	148,408	0.0%	New Person	Intermodal Operations Coordinator	Harbor	116,548	0.0%	New Person
City Clerk*	City Clerk	147,857	3.5%	New Person	Port Commercial Appraiser	Harbor	116,548	1.1%	NI
Deputy City Attorney (3 Positions)	Law	145,664	3.0%	Salary Adjustment	Senior Port Leasing Officer	Harbor	116,548	2.0%	NI
Assistant Director-Program Management*	Harbor	145,499	0.0%	Vacant	Civil Engineer	Water	115,271	0.0%	
Manager-Business Applications*	Harbor	145,296	2.0%	NI	Administrative Officer*	City Clerk	115,265	0.0%	Vacant
Assistant Director-Environmental Planning*	Harbor	144,019	2.0%	NI	Civil Engineer (4 Positions)	Harbor	114,227	0.0%	
Deputy Chief Harbor Engineer II (5 Positions)	Harbor	143,911	0.0%		Electrical Engineer	Harbor	114,227	0.0%	
Deputy Chief Harbor Engineer II (3 Positions)	Harbor	143,911	5.0%	NI	Environmental Specialist I (3 Positions)	Harbo	114,227	5.0%	NI
Deputy City Auditor*	City Auditor	143,710	2.0%	NI	Civil Engineer (3 Positions)	Water	114,227	0.0%	
Assistant Director-Business Development*	Harbor	143,291	2.0%	NI	Project Scheduler II	Harbor	114,215	0.0%	New Person
					Office Systems Analyst III	Harbor	113,822	0.0%	New Person
					Capital Projects Coordinator IV	Harbor	113,822	0.0%	New Person
					Office Systems Analyst II	Harbor	113,708	2.0%	NI
					Port Financial Analyst III (2 Positions)	Harbor	113,708	2.0%	NI
					Port Planner III	Harbor	113,708	10.2%	NI
					Deputy City Attorney	Law	113,597	3.0%	Salary Adjustment

Long Beach City Salaries – \$100,000 Club

Position	Department	Aug. 1 Salary	Percent Change	Reason	Position	Department	Aug. 1 Salary	Percent Change	Reason
Chief of Staff-Prosecutor*	City Prosecutor	113,223	2.0%	NI	Safety Specialist III-Confidential	Human Resources	92,719	0.0%	
Special Projects Officer*	Legislative	112,201	-7.6%	New Person	Department Librarian II (10 Positions)	Library Services	92,719	2.0%	NI
Sewer Operations Superintendent*	Water	112,201	10.1%	Salary Adjustment & NI	Administrative Analyst III	Library Services	92,719	2.0%	NI
Recruitment Officer-Civil Service*	Civil Service	110,466	2.0%	NI	Administrative Analyst III	Long Beach Gas & Oil	92,719	2.0%	NI
Administrative Officer-Civil Service*	Civil Service	110,466	2.0%	NI	Administrative Analyst III (6 Positions)	Parks, Recreation & Marine	92,719	2.0%	NI
Capital Projects Coordinator III	Harbor	109,358	2.0%	NI	Administrative Analyst III (9 Positions)	Public Works	92,719	2.0%	NI
Chief Construction Inspector	Water	109,085	0.0%	New Person	Business Systems Specialist IV (3 Positions)	Technology Services	92,719	7.4%	NI
Senior Civil Engineer	Harbor	108,788	10.7%	NI	Communication Specialist IV	Technology Services	92,719	-3.0%	New Person
Civil Engineer	Harbor	108,788	5.2%	NI	Administrative Analyst III (2 Positions)	Technology Services	92,719	2.0%	NI
Civil Engineer	Water	108,788	5.2%	NI	Business Systems Specialist V	Technology Services	92,615	6.1%	NI
Office Systems Analyst II	Harbor	108,298	7.1%	NI	Communication Specialist V	Technology Services	92,615	0.0%	
Capital Projects Coordinator III (3 Positions)	Harbor	107,897	2.0%	NI	Gas Distribution Supervisor II	Long Beach Gas & Oil	92,577	4.0%	NI
Port Leasing Sales Officer V (3 Positions)	Harbor	107,897	2.0%	NI	Gas Maintenance Supervisor II (2 Positions)	Long Beach Gas & Oil	92,577	4.0%	NI
Procurement & Warehouse Officer*	Water	107,100	2.0%	NI	Construction Inspector II (3 Positions)	Long Beach Gas & Oil	92,471	0.0%	
Chief of Staff-Council (District 6)*	Legislative	106,463	9.1%	Salary Adjustment & NI	Supervisor-Facilities Maintenance	Public Works	92,160	4.0%	NI
Deputy City Attorney	Law	106,048	3.0%	Salary Adjustment	Superintendent-Park Maintenance*	Parks, Recreation & Marine	91,845	2.0%	NI
Port Planner III	Harbor	105,263	0.0%	New Person	Department Safety Officer*	Public Works	91,801	2.0%	NI
Chief Wharfinger	Harbor	105,263	4.7%	NI	Special Projects Officer*	Financial Management	91,799	0.0%	New Position
Water Quality Organic Chemist	Water	105,263	2.0%	NI	Planner V	Development Services	91,127	0.0%	New Person
Special Projects Officer*	Civil Service	105,109	2.0%	NI	Senior Engineering Technology II (2 Positions)	Public Works	90,515	0.0%	
Civil Engineer	Harbor	104,413	-8.6%	New Person	Public Health Professional III (3 Positions)	Health & Human Services	90,352	0.0%	New Person
Environmental Specialist I	Harbor	103,370	5.2%	NI					
Environmental Specialist I	Harbor	103,370	0.0%	New Person					
Deputy City Attorney	Law	103,230	0.0%						
Office Systems Analyst II (2 Positions)	Harbor	103,142	2.0%	NI					
Deputy City Attorney	Law	102,700	5.0%	Salary Adjustment					
Port Administrative Officer*	Harbor	102,351	7.4%	Salary Adjustment & NI					
Senior Surveyor (2 Positions)	Harbor	102,057	0.0%						
Water Treatment Supervisor I	Water	101,076	2.0%	NI					
Chief Construction Inspector	Harbor	101,627	0.0%	New Person					
Investigator III	Law	101,243	0.0%						
Project Scheduler I	Harbor	101,039	0.0%	New Person					
Senior Surveyor (2 Positions)	Harbor	101,014	0.0%						
Supervisor-Commercial Diving	Harbor	100,191	0.0%	New Person					
Principal Construction Inspector (2 Positions)	Harbor	100,062	0.0%						
Communications Officer (2 Positions)	Harbor	100,033	2.0%	NI					
Port Risk Manager II	Harbor	100,033	2.0%	NI					

City Manager Departments – Non-Public Safety

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

Position	Department	Aug. 1 Salary	Percent Change	Reason
Special Projects Officer*	Development Services	99,999	0.0%	Vacant
Special Projects Officer*	Disaster Prep./Emer. Comm.	99,960	0.0%	New Position
Business Services Officer*	Financial Management	98,547	9.1%	Salary Adj & NI
Chief Construction Inspector	Public Works	98,496	5.2%	NI
Principal Construction Inspector (2 Positions)	Public Works	98,496	0.0%	
Civil Engineer	Airport	98,236	5.2%	NI
Civil Engineer	Public Works	98,236	0.0%	
Superintendent-Street Sweeping*	Public Works	98,000	0.0%	New Person
Business Systems Specialist IV	Financial Management	97,547	0.0%	New Person
Business Systems Specialist IV (7 Positions)	Technology Services	97,547	2.0%	NI
Capital Projects Coordinator III	Public Works	97,472	2.0%	NI
Public Affairs Officer*	Airport	96,900	25.4%	New Person

Person in position on 8/1/16 was serving in an acting capacity.

Traffic Signal Coordinator	Public Works	96,994	4.0%	NI
Traffic Engineering Associate II	Public Works	96,768	0.0%	
Principal Building Inspector (2 Positions)	Development Services	96,737	0.0%	New Persons
Planner III (2 Positions)	Development Services	96,553	2.0%	NI
Executive Assistant to City Manager*	City Manager	96,004	2.0%	NI
Superintendent-Towing & Lien Sales*	Public Works	95,881	-1.1%	New Person
Civil Engineering Associate (3 Positions)	Public Works	95,725	0.0%	
Public Health Nurse Supervisor	Health & Human Services	95,092	2.0%	NI
Capital Projects Coordinator I (3 Positions)	Public Works	95,092	2.0%	NI
Special Projects Officer*	Public Works	94,861	0.0%	New Person
Special Projects Officer*	Financial Management	94,441	0.0%	New Position
Fleet Services Supervisor II	Public Works	94,247	0.0%	New Person
Community Program Specialist V	Development Services	94,180	2.0%	NI
Department Librarian II	Library Services	94,180	0.8%	NI
Department Safety Officer*	Long Beach Gas & Oil	93,560	2.0%	NI
Mechanical Engineer	Long Beach Gas & Oil	93,343	0.0%	
Civil Engineer	Public Works	93,343	-9.7%	New Person
Petroleum Operations Coordinator I	Long Beach Gas & Oil	93,009	0.0%	
Surveyor	Public Works	92,732	0.0%	
Administrative Analyst III (3 Positions)	Airport	92,719	2.0%	NI
Senior Accountant	Airport	92,719	2.0%	NI
Administrative Analyst III (3 Positions)	Development Services	92,719	2.0%	NI
Community Development Analyst III	Development Services	92,719	2.0%	NI
Community Prog. Specialist V (6 Positions)	Development Services	92,719	2.0%	NI
Administrative Analyst III (2 Positions)	Economic Development	92,719	2.0%	NI
Senior Accountant	Economic Development	92,719	0.0%	New Person
Administrative Analyst III-Confidential	Financial Management	92,719	2.0%	NI
Administrative Analyst III	Financial Management	92,719	2.0%	NI
Senior Accountant (3 Positions)	Financial Management	92,719	2.0%	NI
Senior Accountant-Confidential	Financial Management	92,719	2.0%	NI
Administrative Analyst III	Financial Management	92,719	0.0%	New Person
Administrative Analyst III	Health & Human Services	92,719	2.0%	NI
Personnel Analyst III-Confid. (4 Positions)	Human Resources	92,719	2.0%	NI

City Manager Departments – Public Safety

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

Position	Department	Aug. 1 Salary	Percent Change	Reason
Firefighter (2 Positions)	Fire	99,665	5.6%	NI
Police Officer (21 Positions)	Police	99,607	8.2%	NI
Marine Safety Sergeant-Boat Operator	Fire	99,523	0.0%	
Firefighter (11 Positions)	Fire	98,223	5.7%	NI
Marine Safety Sergeant-Boat Operator	Fire	97,724	4.6%	NI
Police Officer (24 Positions)	Police	97,346	8.0%	NI
Special Projects Officer*	Police	96,900	2.0%	NI
Marine Safety Sgt-Boat Operator (6 Positions)	Fire	96,524	0.0%	
Plan Checker-Fire Prevention II	Fire	95,821	-14.7%	New Person
Firefighter (2 Positions)	Fire	94,921	5.8%	NI
Police Officer (30 Positions)	Police	94,863	8.1%	NI
Firefighter (4 Positions)	Fire	94,095	0.0%	New Positions
Police Officer (15 Positions)	Police	92,830	-11.8%	New Persons
Administrative Analyst III	Fire	92,719	2.0%	NI
Forensic Specialist Supervisor	Police	92,719	0.8%	NI
Administrative Analyst III (3 Positions)	Police	92,719	2.0%	NI
Firefighter (4 Positions)	Fire	91,826	0.0%	New Positions
Police Officer (10 Positions)	Police	90,167	-9.5%	New Persons

Non-City Manager Departments – Non-Public Safety

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

Position	Department	Aug. 1 Salary	Percent Change	Reason
Workers Comp Claims Exam.III (2 Positions)	Law	99,818	0.0%	
Deputy City Attorney	Law	98,762	4.0%	Salary Adjustment
Principal Construction Inspector	Harbor	98,496	0.0%	
Port Financial Analyst III	Harbor	98,227	-11.9%	New Person
Office Systems Analyst II	Harbor	98,227	7.1%	NI
Executive Assistant-City Attorney*	Law	97,624	2.0%	Salary Adjustment
Business Systems Specialist IV (2 Positions)	Water	97,547	2.0%	NI
Civil Engineering Associate (2 Positions)	Harbor	96,768	0.0%	
Garage Supervisor II	Water	96,752	3.8%	NI
Water Utility Supervisor II	Water	96,647	3.8%	NI
Principal Construction Inspector	Harbor	96,215	-2.3%	New Person
Civil Engineering Associate (5 Positions)	Harbor	95,725	0.0%	
Traffic Engineering Associate II	Harbor	95,725	0.0%	
Environmental Specialist Associate	Harbor	95,725	5.2%	NI
Civil Engineering Associate (2 Positions)	Water	95,725	0.0%	
Water Treatment Operator IV	Water	95,284	0.0%	
Legal Systems Support Specialist	Law	95,023	2.0%	Salary Adjustment
Executive Assistant-City Attorney*	Law	94,944	2.0%	NI
Water Utility Supervisor II	Water	94,664	2.8%	NI
Geographic Information Systems Analyst III	Harbor	94,399	0.0%	
Civil Engineer	Harbor	93,343	5.1%	NI
Water Utility Supervisor II	Water	93,099	4.0%	NI
Surveyor (4 Positions)	Harbor	92,732	0.0%	
Port Planner II	Harbor	92,719	0.0%	
Office Systems Analyst I	Harbor	92,719	-3.0%	New Person
Administrative Analyst III (8 Positions)	Harbor	92,719	2.0%	NI
Assistant Marketing Manager III (2 Positions)	Harbor	92,719	0.0%	New Persons
Administrative Analyst III (4 Positions)	Water	92,719	2.0%	NI
Senior Accountant (2 Positions)	Water	92,719	2.0%	NI
Assistant to Chief Executive*	Harbor	92,573	0.0%	
Water Treatment Operator IV	Water	91,945	0.0%	
Executive Assistant*	City Auditor	91,342	0.0%	
Civil Engineering Associate	Harbor	91,024	-5.9%	New Person
Senior Engineering Technology II	Harbor	90,515	0.0%	
Communications Officer	Harbor	90,352	0.0%	
Port Communications Spec. V (6 Positions)	Harbor	90,352	0.0%	
Port Financial Analyst II	Harbor	90,352	0.0%	
Port Trade Analyst	Harbor	90,352	0.0%	



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