



Date: August 14, 2015
To: Mayor and Members of the City Council
From: Patrick H. West, City Manager *T.H.W.*
Subject: CITY SALARIES IN THE NEWS

The Long Beach Business Journal (LBBJ) will publish its annual "\$100,000 Club" article in its next issue. Like we have done in prior years, we worked closely with George Economides to provide him with the most accurate information possible. Recognizing that you may be asked to comment upon this matter, we offer the information below and attached charts for your reference.

General Information

- The salary amounts reported to the LBBJ were derived by multiplying the employee's hourly rate as of August 1, 2015 by 2,088 hours.
- Salary amounts for classified employees include skill pays, but do not include overtime.
- 20.9% of all City employees make over \$100,000.
- Of those making over \$100,000, 73% are classified and professional (non-management). Of those making over \$90,000 to \$99,999, 97% are classified and professional (non-management) staff.
- In 2013, the City was able to complete pension reform through negotiated agreements with the last four employee groups -- Engineers, Lifeguards, Confidential, and Managers. While increasing the salary of the employees, the net result of this action is that the employee now pays 8% to 9% of their salary towards their pension cost as opposed to just 2% of salary in prior years. Through these agreements, and those previously negotiated with the other employee groups, the City expects to realize \$250 million in savings over the next 10 years. Thus, while the numbers of employees making over \$100,000 has increased, it has resulted in substantial savings to the City of Long Beach.

Salaries of \$100,000 & Higher

- A total of 1,119 City employees have current salaries of \$100,000 or more. This year's total is 73 employees more than last year's total, a 6.9% increase.

55.6%	622	Classified employees, Police and Fire Departments. (Includes skill pays, but does not include overtime pay.)
16.2%	181	Management employees in City Manager departments, including Police and Fire.
10.5%	117	Classified and professional employees in other departments (Elected/Appointed, Harbor, Water).
10.2%	114	Management employees in other departments (Elected/Appointed, Harbor, Water).
7.6%	85	Classified and professional employees in City Manager Departments, not including Police and Fire.

Salaries of \$90,000 to \$99,999

- A total of 563 City employees have current salaries of \$90,000 to \$99,999. This year's total is 49 employees fewer than last year's total, an 8.0% decrease.

67.0%	398	Classified employees, Police and Fire Departments. (Includes skill pays, but does not include overtime pay.)
3.6%	20	Management employees in City Manager departments, including Police and Fire.
19.9%	116	Classified and professional employees in City Manager Departments, not including Police and Fire.
10.3%	62	Classified and professional employees in other departments (Elected/Appointed, Harbor, Water).
0.9%	5	Management employees in other departments (Elected/Appointed, Harbor, Water).

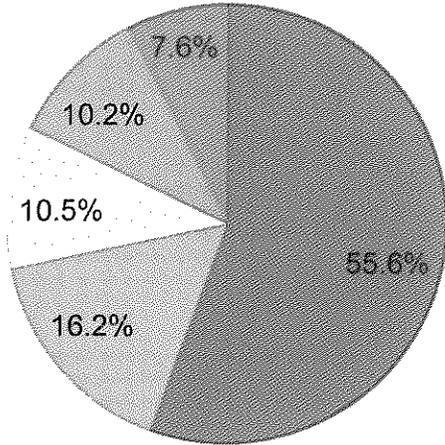
Please let me know if you require additional information.

PHW:GH

Attachments

- cc. Charles Parkin, City Attorney
Laura L. Doud, City Auditor
Tom Modica, Assistant City Manager
Arturo Sanchez, Deputy City Manager
Debbie Mills, Director of Human Resources
Jyl Marden, Assistant to the City Manager

SALARIES \$100,000 & HIGHER August 2015

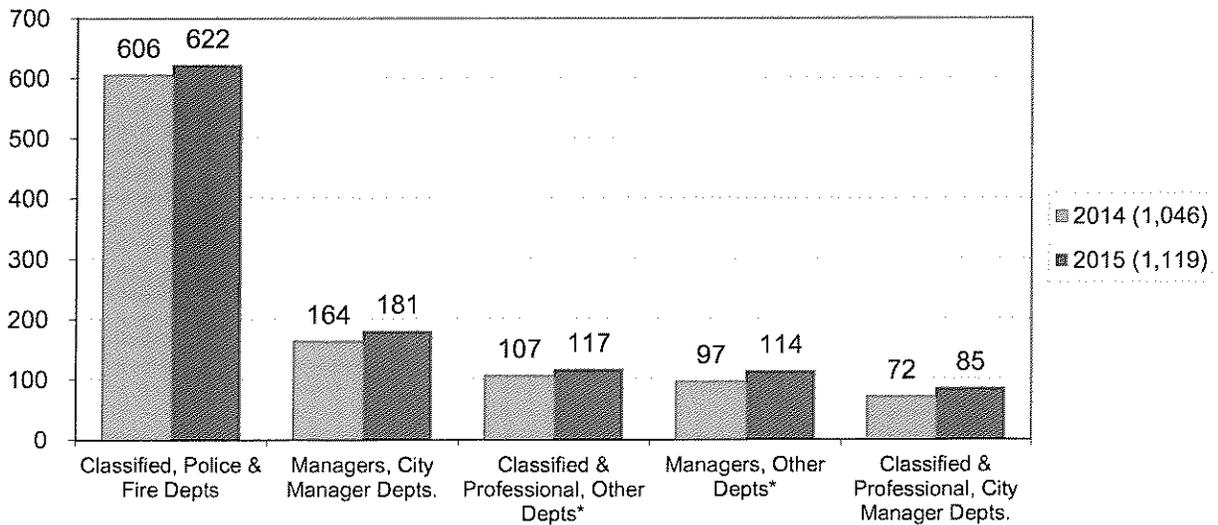


- Classified, Police & Fire Depts (622)
- Managers, City Manager Depts. (181)
- Managers, Other Depts* (114)
- Classified & Professional, Other Depts* (117)
- Classified & Professional, City Manager Depts. (85)

* Non-City Manager Departments

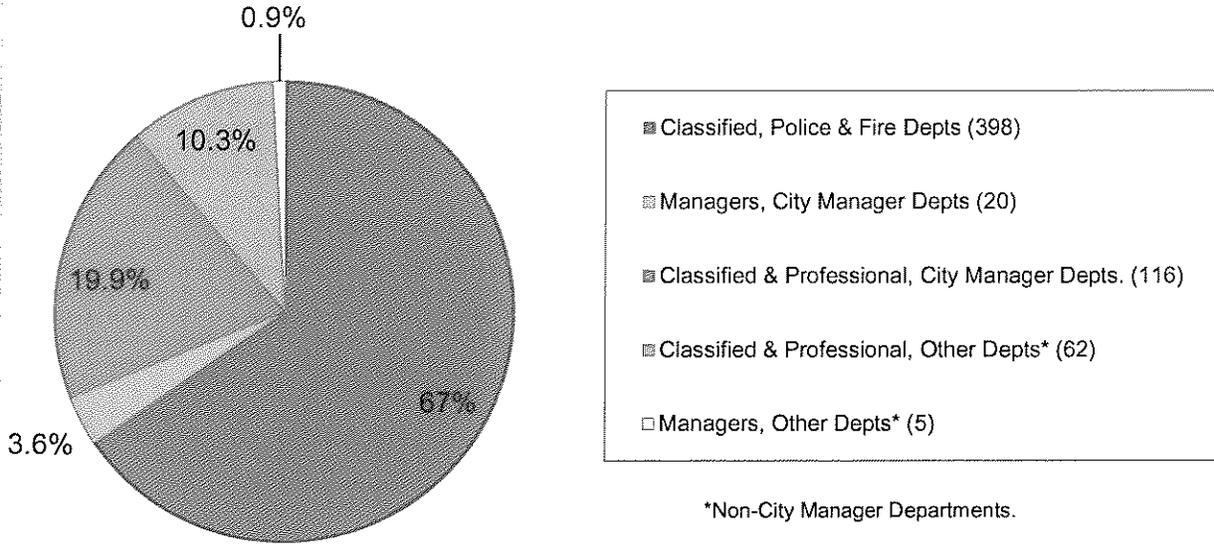
Classified Staff: Police Officer through Lieutenant, Firefighter through Battalion Chief.
Management Staff: City Manager Departments, including Police and Fire.
Management Staff: Elected/Appointed Departments, and Harbor and Water Departments.
Classified & Professional Staff: Elected/Appointed Departments,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

SALARIES \$100,000 & HIGHER Comparison August 2014 to August 2015



* Non-City Manager Departments

SALARIES \$90,000 TO \$99,999
August 2015



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SALARIES \$90,000 TO \$99,999
Comparison August 2014 to August 2015

