



**Date:** August 12, 2016  
**To:** Mayor and Members of the City Council  
**From:** Patrick H. West, City Manager *T.H.W.*  
**Subject:** CITY SALARIES IN THE NEWS

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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, 2016 by 2,088 hours.
- Salary amounts for classified employees include skill pays, but do not include overtime.
- Of those making over \$100,000, 73 percent are non-management (classified/professional) staff.
- Of those making \$90,000 to \$99,999, 97 percent are non-management (classified/professional) 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 percent of their salary towards their pension cost as opposed to just 2 percent 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 ten 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 1,151 City employees have current salaries of \$100,000 or more. This year's total is 32 employees more than last year's total, a 2.8 percent increase.

<b>% Employees</b>	<b># Employees</b>	<b>Employment Classification</b>
55.4%	638	Classified employees, Police and Fire Departments. (Includes skill pays, but does not include overtime pay.)
16.5%	190	Management employees in City Manager departments, including Police, Fire, and DP&EC.
10.7%	123	Classified and professional employees in other departments (Elected/Appointed, Harbor, Water).
10.3%	119	Management employees in other departments (Elected/Appointed, Harbor, Water).
7.0%	81	Classified and professional employees in City Manager Departments, not including Police and Fire.

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

- A total of 561 City employees have current salaries of \$90,000 to \$99,999. This year's total is 2 employees fewer last year's total, a 0.4 percent decrease.

<b>% Employees</b>	<b># Employees</b>	<b>Employment Classification</b>
62.9%	353	Classified employees, Police and Fire Departments. (Includes skill pays, but does not include overtime pay.)
2.7%	15	Management employees in City Manager departments, including Police and Fire.
20.9%	117	Management employees in City Manager departments, including Police, Fire, and DP&EC.
12.8%	72	Classified and professional employees in other departments (Elected/Appointed, Harbor, Water).
0.7%	4	Management employees in other departments (Elected/Appointed, Harbor, Water).

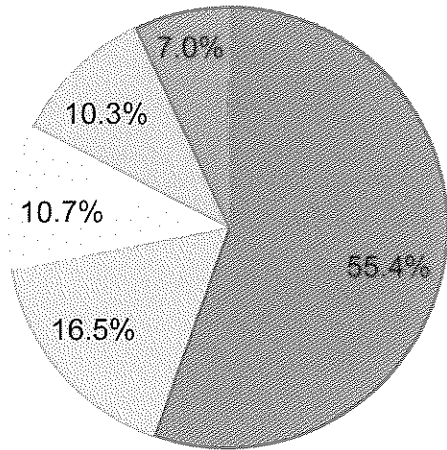
Please let me know if you require additional information.

PHV:GH  
 M:\Geoff\2016 Salary TFF.docx

Attachments

- cc. Charles Parkin, City Attorney  
 Laura L. Doud, City Auditor  
 Douglas P. Haubert, City Prosecutor  
 Tom Modica, Assistant City Manager  
 Arturo Sanchez, Deputy City Manager  
 Alejandrina Basquez, Director of Human Resources  
 Rebecca Jimenez, Assistant to the City Manager

## SALARIES \$100,000 & HIGHER August 2016

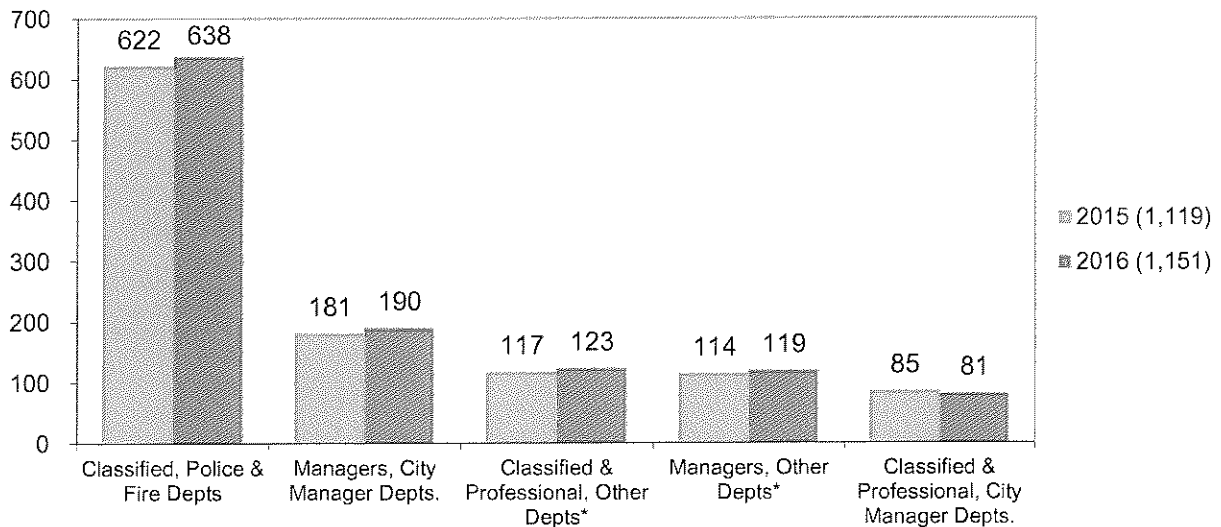


- Classified, Police & Fire Depts (638)
- Managers, City Manager Depts. (190)
- Classified & Professional, Other Depts\* (123)
- Managers, Other Depts\* (119)
- Classified & Professional, City Manager Depts. (81)

\* Non-City Manager Departments

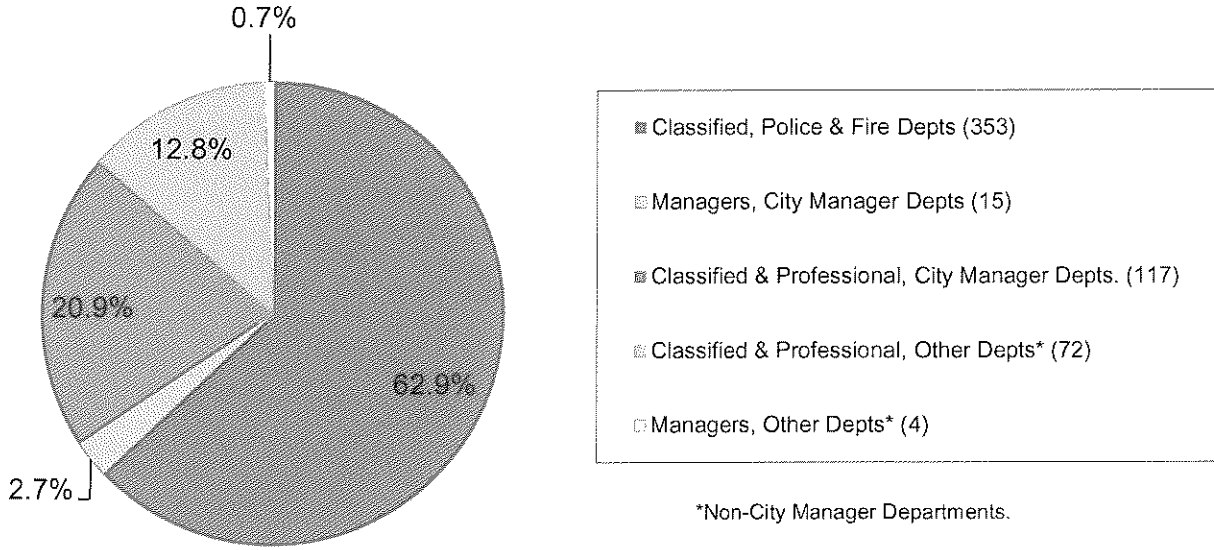
Classified Staff: Police Officer through Lieutenant, Firefighter through Battalion Chief.
Management Staff: City Manager Departments, including Police, Fire, and DP&EC
Management Staff: Elected/Appointed Departments, and Harbor and Water Departments.
Classified & Professional Staff: Elected/Appointed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

## SALARIES \$100,000 & HIGHER Comparison August 2015 to August 2016



\* Non-City Manager Departments

**SALARIES \$90,000 TO \$99,999**  
August 2016



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**SALARIES \$90,000 TO \$99,999**  
Comparison August 2015 to August 2016

