



City of Long Beach Five-Year Wage Adjustment Summary FY 03 – FY 07

SUMMARY OF FISCAL YEAR INCREASES

ASSOCIATION	FY03	FY04	FY05	FY06	FY07	TOTAL	AVG/YR
CITY ATTORNEY	0%	3%	0%	3%	5%	11%	2.2%
CITY PROSECUTOR	0	3%	0	3%	6%	12%	2.4%
CONFIDENTIAL UNIT	0	3%	0	3%	5%	11%	2.2%
ENGINEERS	0	3%	0	6%	5%	14%	2.8%
FIREFIGHTERS	0	0	0	6%	6%	12%	2.4%
IAM	0	3%	0	3%	5%	11%	2.2%
LIFEGUARDS	0	0	0	6%	6%	12%	2.4%
POLICE OFFICERS *	0	0	0	6%	6%	12%	2.4%
MANAGEMENT **	0	0	0	1-6%	0-7%	1-13%	.2% - 2.6%

All employees pay 2% of salary toward retirement (PERS) and increased payment for health insurance.

* Above Police Officer Association increases are in addition to: 5% Longevity annual compensation increase for 10+ years of service (10/1/06); And an additional 5% annual compensation increase for 15+ years of service (10/1/07).

** Increase % based on annual performance rating.

- **3 years with no salary adjustments**
- **Managers received an average of .2 to 2.6% per year over the last 5 years**
- **Management pay adjustments based on performance**



MANAGEMENT COMPENSATION

Pay for Performance Structure

- Well defined Pay for Performance Compensation Structure
- Management Position Salary Ranges based upon job point value and comparable market data
- Annual Management Performance Appraisal based upon specific targeted results and managerial behavior criteria
- Targeted results established each October based upon City priorities; evaluated at year end



2006 Management Compensation Review

- Salary ranges had not been updated since 2001 due to salary freezes
- Pay-For-Performance negotiated in the Management MOU
- Management Association negotiated an external review of salary ranges in 2006
- Comprehensive market-based study conducted to bring salary ranges in-line with middle of the market



Management Salary Survey / Market Analysis

- RSG conducted an accurate, rigorous salary survey for the City.
- 21 agencies' salary data were collected by RSG.

Standard 10 Segment	1. City of San Diego	Strategic Plan Segment	Supplemental Agencies	17. City of Irvine
	2. City of San Jose			18. City of Thousand Oaks
	3. City of San Francisco			19. City of Garden Grove
	4. City of Fresno			20. Metropolitan Water District
	5. City of Sacramento			21. Metropolitan Transit Authority
	6. City of Oakland			
	7. City of Los Angeles			
	8. City of Santa Ana			
	9. City of Anaheim			
	10. City of Glendale			
	11. City of Huntington Beach			
	12. City of Torrance			
	13. City of Santa Monica			
	14. City of Pasadena			
	15. County of Los Angeles			
	16. County of Orange			
	Additional Agencies for Public Health			
	City of Berkeley			
	County of Riverside			
	County of San Bernardino			
	County of Ventura			
	State of CA Health Dept			

- RSG performed the *job comparability* analysis for the 63 Long Beach **benchmark positions** versus each survey agency. [63 benchmarks \approx one-third of the active management classes.]



Salary Survey Findings

- Current range midpoints for **79 percent** of the benchmark positions are *undervalued* versus the market.
- One-third of the benchmarks are *seriously* undervalued: from 11 to 31 percent below survey medians.
- Only 6 of the 63 positions surveyed have midpoints at, or slightly above, 4th quarter 2006 market medians.