



# 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
  2. City of San Jose
  3. City of San Francisco
  4. City of Fresno
  5. City of Sacramento
  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
- Strategic Plan Segment**

- Supplemental Agencies**
17. City of Irvine
  18. City of Thousand Oaks
  19. City of Garden Grove
  20. Metropolitan Water District
  21. Metropolitan Transit Authority
- 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, 4<sup>th</sup> quarter 2006 market medians.