



## **City of Phoenix**

### **FACTS ABOUT EMPLOYEE SALARIES**

Below are some facts about City of Phoenix employee salaries:

- - Last year, all city employees agreed to 3.2% concessions in compensation. These sacrifices total more than \$104 million for 2010-11 and 2011-12.
- - All middle managers and executives have not received any salary increase in three years (2009-10, 2010-11 and 2011-12). These middle managers and executives also agreed to take a minimum of five unpaid furlough days, so their W2 is lower this year and last year than it was three years ago.
- - Employees, excluding middle managers and executives, at the top of their pay range are continuing to receive "longevity" payments with satisfactory performance. But because of the 3.2% concessions, their pay also is lower than it was two years ago.
- - Newer employees are continuing to earn their "step" increases if they meet their performance goals. In order to attract and retain the best employees, the city has a "step" increase performance system. An employee who has worked for the city for five years should earn more than an employee who has worked for the city for one year.
- - The total amount budgeted for employee salaries in 2011-12 is \$67 million less than in 2009-10. This is because of city employee pay concessions, the city's focus on innovation and efficiency and budget reductions. There currently are 2,000 fewer city employees than two years ago.