

1

Batch Run Date: 04-22-2010 18:21
Benefit Usage Report --- PERS (Cu)

User ID: tdonoghu

Provision Name: Different Level of Benefits
Govt. Code Section: 20475

Emp#	Organization Name	Eff Date	Member Group
0036	City of Bakersfield	12-20-2008	Miscellaneous
0039	City of El Segundo	02-06-1982	Police Officer
0039	City of El Segundo	04-03-1982	Firefighter
0050	City of San Carlos	08-04-2008	Police Officer
0050	City of San Carlos	03-16-2009	Miscellaneous
0059	City of Bell	06-26-2006	Police Officer
0073	City of Pasadena	05-15-1983	Police Officer
0073	City of Pasadena	04-30-1984	Firefighter
0073	City of Pasadena	07-02-1984	Miscellaneous
0073	City of Pasadena	01-08-2007	Miscellaneous
0093	City of South San Francisco	04-25-2010	Firefighter
0093	City of South San Francisco	04-25-2010	Miscellaneous
0093	City of South San Francisco	04-25-2010	Police Officer
0104	County of Mono	07-01-2004	County Peace Officer
0104	County of Mono	01-01-2007	Firefighter
0131	City of Modesto	10-20-1981	Miscellaneous
0133	City of San Fernando	01-06-1994	Police Officer
0133	City of San Fernando	11-12-2005	Miscellaneous
0137	City of Santa Ana	10-01-1981	Firefighter
0137	City of Santa Ana	10-01-1981	Miscellaneous
0137	City of Santa Ana	10-01-1981	Police Officer
0146	City of Compton	11-27-1983	Police Officer
0146	City of Compton	05-10-1987	Firefighter
0157	City of Susanville	09-05-2009	Firefighter
0157	City of Susanville	09-05-2009	Miscellaneous
0157	City of Susanville	09-05-2009	Police Officer
0165	County of Monterey	01-09-1982	County Peace Officer
0190	City of National City	03-18-2010	Police Officer
0198	City of Tracy	05-03-1985	Firefighter
0221	County of Napa	09-01-1992	Miscellaneous
0221	County of Napa	12-18-2004	Miscellaneous
0221	County of Napa	07-01-2007	County Peace Officer
0222	County of Shasta	03-12-1993	Miscellaneous

Batch Run Date: 04-22-2010 18:21
Benefit Usage Report -- PERS (Current Bnft Pkgs Only)

User ID: tdonoghu

Provision Name: Different Level of Benefits
Govt. Code Section: 20475

Emp#	Organization Name	Eff Date	Member Group
0222	County of Shasta	09-03-1993	County Peace Officer
0222	County of Shasta	08-27-2003	Sheriff
0225	City of Covina	05-07-1987	Police Officer
0225	City of Covina	07-01-1989	Firefighter
0225	City of Covina	07-05-1991	Miscellaneous
0228	City of Br�a	09-17-1999	Miscellaneous
0251	City of Santa Paula	03-20-2006	Miscellaneous
0295	City of Long Beach	10-07-1989	Firefighter
0295	City of Long Beach	10-07-1989	Other Safety
0295	City of Long Beach	10-21-1989	Miscellaneous
0295	City of Long Beach	04-21-1990	Police Officer
0295	City of Long Beach	01-01-2002	Other Safety
0295	City of Long Beach	08-24-2002	Miscellaneous
0295	City of Long Beach	09-30-2006	Miscellaneous
0296	City of Antioch	11-09-2007	Miscellaneous
0298	City of Millbrae	05-24-1996	Miscellaneous
0301	City of San Marino	07-15-2006	Firefighter
0307	City of Napa	04-20-1983	Firefighter
0307	City of Napa	04-20-1983	Miscellaneous
0307	City of Napa	09-05-2009	Miscellaneous
0316	Napa Sanitation District	11-14-1986	Firefighter
0326	Santa Clara County Central Fire Protection District	05-16-1987	Miscellaneous
0327	City of Pleasanton	10-01-1993	County Peace Officer
0328	City of El Centro	10-01-1995	Miscellaneous
0376	County of Sutter	02-01-2007	Miscellaneous
0376	County of Sutter	02-01-2007	Police Officer
0401	Town of San Anselmo	05-06-1992	Police Officer
0401	Town of San Anselmo	06-23-1989	Miscellaneous
0405	City of La Habra	12-07-2008	Miscellaneous
0416	County of Yolo	01-01-1982	Firefighter
0416	County of Yolo	01-01-1982	Miscellaneous
0418	City of Marysville	01-01-1982	Miscellaneous
0418	City of Marysville	01-01-1982	Police Officer
0418	City of Marysville	01-01-1982	Police Officer

Batch Run Date: 04-22-2010 18:21
Benefit Usage Report -- PERS (Current Bnft Pkgs Only)

User ID: tdonoghu

Provision Name: Different Level of Benefits
Govt. Code Section: 20475

Emp#	Organization Name	Eff Date	Member Group
0424	City of Visalia	05-10-2008	Miscellaneous
0430	City of Los Altos	11-14-1986	Police Officer
0435	City of Yuba City	12-16-1989	Police Officer
0435	City of Yuba City	12-15-1990	Firefighter
0435	City of Yuba City	08-02-1991	Miscellaneous
0435	City of Yuba City	06-28-2003	Miscellaneous
0440	City of Brisbane	06-23-2008	Miscellaneous
0446	Town of Fairfax	07-01-2009	Police Officer
0478	Rincon Del Diablo Municipal Water District	07-01-1982	Firefighter
0484	City of Red Bluff	12-01-1981	Firefighter
0484	City of Red Bluff	12-01-1981	Miscellaneous
0492	City of Red Bluff	12-01-1981	Police Officer
0492	City of Montclair	05-27-2005	Firefighter
0492	City of Montclair	05-27-2005	Police Officer
0496	City of Cerritos	11-21-2004	Miscellaneous
0530	City of Buena Park	01-17-1981	Firefighter
0530	City of Buena Park	01-17-1981	Police Officer
0556	City of Buena Park	06-30-1993	Miscellaneous
0556	City of Irwindale	07-01-1985	Miscellaneous
0564	County of El Dorado	08-30-1993	Police Officer
0569	Housing Authority of the City of Los Angeles	07-01-2008	Firefighter
0587	City of Rohnert Park	07-01-2008	Miscellaneous
0587	City of Rohnert Park	07-01-2008	Police Officer
0589	City of Rohnert Park	09-01-1981	Miscellaneous
0589	City of Thousand Oaks	01-01-2010	Firefighter
0621	City of Bishop	01-01-2010	Miscellaneous
0621	City of Bishop	01-01-2010	Police Officer
0621	City of Bishop	05-14-2005	Miscellaneous
0639	Cal Poly Corporation	04-01-1984	Miscellaneous
0651	Stanislaus County Housing Authority	10-01-2008	Miscellaneous
0675	Long Beach State University, Associated Students	10-01-1985	Firefighter
0680	City of Sanger	10-01-1985	Police Officer
0680	City of Sanger	08-14-1983	Police Officer
0694	City of Arcata		

Batch Run Date: 04-22-2010 18:21
Benefit Usage Report -- PERS (Current Bnft Pkgs Only)

User ID: tdonogh

Provision Name: Different Level of Benefits
Govt. Code Section: 20475

Emp#	Organization Name	Eff Date	Member Group
0703	City of California City	06-12-2007	Police Officer
0707	South Coast Water District	09-07-1998	Miscellaneous
0719	City of Santa Maria	06-26-1982	Firefighter
0726	City of South Lake Tahoe	06-18-2005	Firefighter
0726	City of South Lake Tahoe	06-18-2005	Firefighter
0728	City of Vacaville	07-01-1981	Police Officer
0755	Southern California Association of Governments	07-11-1997	Miscellaneous
0763	City and County of San Francisco	01-01-1985	Police Officer
0763	City and County of San Francisco	10-03-1987	Miscellaneous
0771	City of Carson	12-18-1996	Miscellaneous
0775	Running Springs Water District	12-06-1994	Firefighter
0816	Sequel Creek Water District	12-18-2005	Miscellaneous
0821	Bonita-Sunnyside Fire Protection District	08-11-2004	Miscellaneous
0837	Housing Authority of the City of San Buenaventura	04-05-2008	Miscellaneous
0865	Marinwood Community Services District	07-13-2008	Firefighter
0867	Georgetown Divide Public Utility District	06-19-2006	Miscellaneous
0890	City of Mill Valley	07-19-1986	Firefighter
0890	City of Mill Valley	07-19-1986	Firefighter
0909	Suisun Fire Protection District	02-14-2008	Police Officer
0910	City of San Marcos	04-18-1990	Firefighter
0932	Moulton-Niguel Water District	02-27-2010	Miscellaneous
0993	City of Maywood	04-16-2007	Police Officer
1012	North Los Angeles County Regional Center Inc	02-01-2008	Miscellaneous
1024	City of Williams	12-29-1989	Police Officer
1043	California Interscholastic Federation, Southern Section	07-01-2005	Miscellaneous
1087	City of Taft	10-03-1996	Firefighter
1087	City of Taft	10-03-1996	Police Officer
1096	Midway City Sanitary District	03-22-2010	Miscellaneous
1103	Conejo Recreation and Park District	12-04-2009	Miscellaneous
1114	San Juan Water District	02-14-2009	Miscellaneous
1115	Solano Irrigation District	01-28-2010	Miscellaneous
1121	City of Sacramento	12-19-1997	Miscellaneous
1211	Mid-Placer Public Schools Transportation Agency	10-24-1996	Miscellaneous

Batch Run Date: 04-22-2010 18:21
Benefit Usage Report -- PERS (Current Bnft Pkgs Only)

User ID: tdonoghue

Provision Name: Different Level of Benefits
Govt. Code Section: 20475

Emp#	Organization Name	Eff Date	Member Group
1239	Belmont-San Carlos Fire Department	01-01-2007	Firefighter
1271	Twin Cities Police Authority	12-01-1986	Miscellaneous
1271	Twin Cities Police Authority	12-01-1986	Police Officer
1271	Twin Cities Police Authority	06-30-2008	Miscellaneous
1382	Squaw Valley Public Service District	08-26-1988	Firefighter
1534	El Dorado County Fire Protection District	05-14-1992	Miscellaneous
1534	El Dorado County Fire Protection District	10-13-2007	Miscellaneous
1572	Gold Ridge Fire Protection District	04-08-2004	Firefighter
1673	Tri-Counties Association for the Developmentally Disabled	03-27-2006	Miscellaneous
1681	Housing Authority of the County of Santa Cruz	03-05-2006	Miscellaneous
1689	Sacramento Public Library Authority	11-01-1996	Miscellaneous
1689	Sacramento Public Library Authority	03-31-1997	Miscellaneous
1689	Sacramento Public Library Authority	05-09-1998	Miscellaneous
1705	Garden Valley Fire Protection District	05-23-2009	Miscellaneous
1785	Weaverly Sanitary District	06-10-2009	Miscellaneous
1829	South Central Los Angeles Regional Center for Developmentally	07-01-2007	Miscellaneous
1842	Sacramento Suburban Water District	09-25-2006	Miscellaneous

84
85
86
87
88
89
90
91
92
93
94
95

Total Number of Groups: 149

*** End Of Report ***

Budget and Labor Survey April 2010
Employee Share of PERS contribution

Agency	Police			Fire			General Employees		
	Formula	Member Contribution	Employer Contribution	Formula	Member Contribution	Employer Contribution	Formula	Member Contribution	Employer Contribution
Anaheim	3% @ 50	0.00%	0.00%	3% @ 50	9.00%	0.00%	2.7% @ 55	1.00%	1.00%
Beverly Hills	3% @ 50	0.00%	0.00%	3% @ 50	0.00%	0.00%	2.5% @ 55	0.00%	0.00%
Burbank	3% @ 50	0.00%	0.00%	3% @ 55	0.00%	0.00%	2.5% @ 55	8.00%	0.00%
Carson	Contract Out			Contract Out			3% @ 60	1.00%	0.00%
Garden Grove	3% @ 50	9.00%	0.00%	3% @ 50	9.00%	0.00%	2.5% @ 55	8.00%	0.00%
Gardena	3% @ 50	0.00%	0.00%	Contract Out			2% @ 55	0.00%	0.00%
Glendale	3% @ 50	9.00%	0.00%	3% @ 50	9.00%	0.00%	2.5% @ 55	8.00%	0.00%
Hermosa Beach	3% @ 50	0.00%	0.00%	3% @ 55	0.00%	0.00%	2% @ 55	0.00%	0.00%
Huntington Beach	3% @ 50	2.25%	0.00%	3% @ 50	2.25%	0.00%	2.5% @ 55	2.25%	0.00%
Inglewood	3% @ 50	0.00%	0.00%	Contract Out			3% @ 60	1.00%	0.00%
Lawndale	Contract Out			Contract Out			2% @ 55	0.00%	0.00%
Long Beach	3% @ 50	2.00%	0.00%	3% @ 50	2.00%	0.00%	2.7% @ 55	2.00%	0.00%
Manhattan Beach	3% @ 50	0.00%	0.00%	3% @ 55	0.00%	0.00%	2% @ 55	0.00%	0.00%
Pasadena	3% @ 55	9.00%	0.00%	3% @ 55	9.00%	0.00%	2.5 @ 55	3.6%, AFSCME 4.6%	0.00%
Redondo Beach	3% @ 50	0.00%	0.00%	3% @ 55	0.00%	0.00%	2% @ 55	0.00%	0.00%
Santa Ana	3% @ 50	0.00%	0.00%	3% @ 50	0.00%	0.00%	2.7% @ 55	0.00%	0.00%
Santa Monica*	3% @ 50	0.00%	0.00%	3% @ 55	0.00%	0.00%	2.7% @ 55	0.00%	0.00%
Torrance									

The City of Santa Monica pays the employee contribution (9% or 8%) but is reimbursed by the employee on an after tax basis in the amount of 6.7%.

HOME DISCLAIMER LINKS
 MY LACERA FAQ CONTACT US



[About LACERA](#) [Contact Us](#) [Opportunities](#)

[Search](#) [LACERA - Benefits Home > New Member > Contribution Rates - General](#)

[Search by Topic](#)
[Brochures & Forms](#)

GENERAL MEMBER CONTRIBUTION RATES

GENERAL MEMBER CONTRIBUTION RATES: EFFECTIVE JULY 1, 2008

Member contributions are a percentage of your base salary, plus other pensionable earnings, and your entry age into LACERA.

Computing Your Entry Age

If you are **within six months of your next birthday** when you join LACERA, your entry age will be based on the age you will become on that birthday. If you are **more than six months from your next birthday** when you join LACERA, your entry age will be based on the age you were on the first day of your membership.

Examples:

- You were 29 when you entered LACERA in March and your birthday is August; your official entry age is 30
- You were 29 when you entered LACERA in March and your birthday is January; your official entry age is 29

For the course of your career, regardless of how many years you work, your contributions are calculated based on your entry age.* For example, if your official entry age is 30, your contributions will always be based on the age 30 rate, regardless of how many years you work.

*Under some conditions, entry age for **returning employees** may be based on their age at the time they rejoined LACERA. For more information, call 1-800-786-6464.

Effective July 1, 2008

ENTRY AGE	RATE	ENTRY AGE	RATE
16	4.01%	36	5.81%
17	4.07	37	5.98
18	4.10	38	6.16
19	4.16	39	6.34
20	4.20	40	6.52
21	4.24	41	6.72
22	4.28	42	6.90
23	4.35	43	7.12
24	4.43	44	7.28
25	4.47	45	7.48
26	4.55	46	7.67
27	4.62	47	7.83
28	4.74	48	8.05
29	4.81	49	8.16
30	4.93	50	8.23
31	5.08	51	8.26
32	5.16	52	8.26
33	5.30	53	8.26
34	5.46	54	8.26
35	5.62	55+	8.26

ENTRY AGE	RATE	ENTRY AGE	RATE
16	5.89%	36	8.90%
17	6.02	37	9.09
18	6.14	38	9.28
19	6.26	39	9.48
20	6.40	40	9.66
21	6.53	41	9.86
22	6.66	42	10.04
23	6.80	43	10.22
24	6.95	44	10.39
25	7.08	45	10.57
26	7.23	46	10.74
27	7.37	47	10.90
28	7.53	48	11.04
29	7.69	49	11.18
30	7.85	50	11.26
31	8.01	51	11.32
32	8.18	52	11.32
33	8.35	53	11.32
34	8.52	54	11.32
35	8.71	55+	11.32

To view additional information about retirement Plans A, B, and C, [visit the Plan Book Section.](#)

ENTRY AGE	RATE	ENTRY AGE	RATE
16	5.06%	38	7.95%
17	5.16	39	8.12
18	5.27	40	8.29
19	5.38	41	8.47
20	5.49	42	8.64
21	5.60	43	8.83
22	5.73	44	9.01
23	5.84	45	9.20
24	5.96	46	9.37
25	6.09	47	9.55
26	6.21	48	9.72
27	6.33	49	9.89

ENTRY AGE	RATE	ENTRY AGE	RATE
16	4.98%	38	7.82%
17	5.07	39	7.99
18	5.18	40	8.16
19	5.29	41	8.33
20	5.40	42	8.50
21	5.51	43	8.68
22	5.64	44	8.87
23	5.74	45	9.05
24	5.87	46	9.22
25	5.99	47	9.39
26	6.11	48	9.56
27	6.23	49	9.73



[Plan Book ABC Online](#)



[Plan Book D Online](#)



[Sign Up or Sign In](#)



[Instant Answers to General Questions](#)

28	6.47	50	10.05	28	6.37	50	9.89
29	6.61	51	10.22	29	6.50	51	10.05
30	6.74	52	10.36	30	6.64	52	10.20
31	6.88	53	10.50	31	6.77	53	10.33
32	7.02	54	10.62	32	6.90	54	10.45
33	7.17	55	10.72	33	7.05	55	10.55
34	7.31	56	10.77	34	7.20	56	10.60
35	7.46	57	10.77	35	7.34	57	10.60
36	7.62	58	10.77	36	7.50	58	10.60
37	7.79	59+	10.77	37	7.66	59+	10.60

To view additional information about retirement Plan D, [visit the Plan Book Section](#)

3/22/10

Email: Welcome@LACERA.com - 1-800-786-6464 - 626-564-6132 Fax: 626-564-6155 - Business Hours M-F 8:00 AM - 5:00 PM
 Office address: 300 N. Lake Ave., Pasadena, CA 91101-4199 - Mailing address: P.O.Box 7060 Pasadena, CA 91109-7060

Fire Fighter At Entry June 2010

Survey Agencies	Effective Date	Hourly	Entry	PERS	Insurance Paid By City (max paid by employer)			Total Comp
					Health	Dental	Vision	
Beverly Hills	04/23/08	\$24.87	\$6,034	9%	1,163	188	\$7,928	
Burbank	07/01/08	\$23.92	\$5,804	9%	1,015	118	\$7,459	
Culver City	06/30/08	\$23.32	\$5,658	9%	1,270	74	\$7,541	
El Segundo	07/01/09	\$21.32	\$5,174	9%	1,045	0	\$6,685	
Glendale	07/01/08	\$24.30	\$5,897	0%	1,567	118	\$7,582	
Pasadena	10/13/08	\$17.84	\$4,328	9%	1,148	130	\$5,995	
Redondo Beach	07/05/08	\$18.30	\$4,442	9%	1,221		\$6,063	
Santa Monica	07/01/09	\$22.59	\$5,482	9%	1,429		\$7,404	
Torrance	01/03/10	\$16.48	\$3,993	9%	1,164	76	\$5,597	
					Average		\$7,082	
					% Diff Torrance		27%	

Note: Salary Survey is base pay, PERS and Insurance only due to time constraints in gathering information. Typical Salary Survey (per MOU) components found below.

- Salary
- PERS Contribution
- Longevity
- Holiday Pay
- Uniform Allowance
- Deferred Compensation
- Health Insurance Contribution (including dental and vision)
- Haz Mat First Responder
- EMT
- All Education Incentive
- Fire Officer Certificates
- Driver Operator Certificates
- Bilingual Pay
- Physical Fitness Pay
- Class A & B License Pay
- All Paid Leaves (i.e. vacation, sick leave, etc.)
- Long Term Care

**Fire Fighter At Entry
September 2008**

Survey Agencies	Effective Date	Hourly	Entry	PERS	Holiday Pay	Uniform	DC paid or matching by employer	Insurance Paid By City			Hazmat trained responder	EMT	21 units FS +69 units other	Total Comp
								Health (max paid by employer)	Dental	Vision				
Beverly Hills	10/01/07	\$24.87	\$6,034	9%	249	10	30	1,076	19	0	332	0	\$8,347	
Burbank	07/01/08	\$23.92	\$5,804	9%	133	44	15	816	42	0	270	60	\$7,752	
Culver City	01/01/08	\$22.18	\$5,382	9%	266	79	0	1,270	74	30	0	377	\$8,027	
El Segundo	09/29/07	\$19.15	\$4,648	9%	230	27	232	956	125	17	139	0	\$6,828	
Glendale	07/01/08	\$24.30	\$5,897	0%	292	67	0	1,318	107	0	275	0	\$8,105	
Pasadena	10/13/08	\$17.33	\$4,222	9%	208	21	0	1,054	110	0	0	169	\$6,199	
Redondo Beach	07/07/07	\$17.60	\$4,271	9%	211	8	0	1,174			0	128	\$6,208	
Santa Monica	07/06/08	\$22.04	\$5,348	9%	264	9	0	1,429	93	11	0	450	\$8,151	
Torrance	08/02/07	\$15.51	\$3,758	9%	173	13	137	1,000	74	5	263	338	\$6,301	

AVERAGE	\$7,452
Torrance +/- AVG	\$1,151
% Above / Below	-18%

NOTES: (*1) If Paramedic is has its own monthly salary rate and is NOT paid by premium please use the Paramedic tab below.

Torrance Longevity: 5% @ 8 yrs, 10% @ 9 yrs, 14% @ 10 yrs, 24% @ 16 yrs, 34% @ 25 yrs; Paramedic premium: 5% @ start, 10% @ 1yr, 15% @ 2 yrs, 19% @ 5 yrs;

Beverly Hills Curr MOU expires 9/28/08. Currently in negotiations. Education: Certified by State Fire Marshall - Firefighter II 2.75%, Fire Officer 2.75%, no more than 5.5% total

Burbank Holiday: 5.54 hrs of OT/pay period; Uniform: \$532 paid @ 1/2 full allowance ea. 6 months; Paramedic: 0-1 yrs @ 13%, 1-4 yrs @ 14.5%, 4+ @ 16%; Hazmat (trained): not to exceed \$135 a pay period for a max of 6 months; Ed inc: 30 units (21 fire science) \$60/

Culver City EMT: All employees receive 7% for EMT1

Ed Incentive: AA/AS or 60 units +8 yrs, 2%; BA/BS or 120 units +6 yrs, 4%; MA/MS or 150 units +4yrs, 6%
Health Ins: \$1,022.20 based on 95% or PORAC family

Glendale Premiums: Staff Assistant: \$384.50/mo

Ed Incentive: AA/AS/ or 60 units \$150/mo; BA/BS \$200/mo; Master or higher \$250/mo

Holiday in lieu: 12/12 of one day per calendar month

Other Premiums: Expert level interpreter: \$140/mo; conversational level interpreter \$70/mo

Pasadena Paramedic premium: Must have EMT-P - \$500/mo @ year 1, \$900 @ year 2

EMT-D bonus = 4% (required for all new hires)

Education pay: AA/AS = \$175/mo, BA/BS = \$275/mo
 Uniform: City provided - \$250 (20.83 mo) value reported to PERS per year
 Longevity: (included in base) 5% @ 5 yrs, 12% @ 10 yrs, 16% @ 15 yrs; Holiday pay: 6 shifts/yr, 9 shifts/yr @ 20 yrs;
 Public agency longevity (NOT in base) 2% @ 20 yrs, 4% @ 21 yrs, 6% @ 22 yrs;
 Education: AA/AS = 3%; BA/BS = 6%; MA/MS/IMBA = 8% max combined;
 Certification: FF II/EMT or EMT-P = 3%; Driver Operator 1A & 1B = 1% (all Engineers); Fire Officer (all Captians) = 3%;
 Chief Officer = 3%; Max bonus for degrees = 8%; Max bonus for certs = 10%; Max combined = 18%
 Physical fitness uniform = \$100/yr
 Fire suppression = 24 hr shifts and 56 hrs/wk, based on 28 day cycle.

Admin 40 hr/wk: Any admin assignment = 5%, Fire Capt. assigned to Paramedic Coord. - 12%+5% assignment bonus, but no Paramedic bonus
 Paramedic: 16% of step 5 of FF (\$1056.48/mo) NOT a separate job class.
 Education: AA/AS w/18 units fire science = \$300/mo, BA/BS w/36 units fire science = \$500/mo
 Certificates: Fire Officer or Fire Preven. Officer = \$200/mo; Fire Officer+18 units upper division mgnt courses + 9 yrs of service OR Cert as Chief Officer OR
 Fire Marshal w/ investigator I&II = \$325/mo.
 Holiday pay: Suppression: 12 days x 12 hrs = 144 hrs; Administrative: 12 days x 10 hours = 120 hrs.
 Physical fitness bonus: \$300/mo for all.
 Haz Mat team assignment: \$200/mo (only if assigned).

Insurance: Max health cont = \$748 avg, \$1429 max actual (100%); Dental is City paid = amount \$93.29 (100%); Vision is City paid = \$11.41 (100%)
 Paramedic: 13% of Basic Total Salary Scheduel step in Range 483 @1 yr; 16% @ 2+ years;
 Hazardous Materials First Responder certificate = 3%
 Education & Certificate pay: class "B" drivers license AND EMT- D receive the applicable percent below upon fulfilling requirements:
 2% = Fire Science Cert or 20 units fire science AND 2 years of service. Compensated at A-7 through Z-7 of Basic Total Salary Scheduel
 6% = AA degree State Fire Marshal Cert and Chief oOfficer Cert. and 7.5 years of service. Compensated at A-6 through Z-6 of Basic Total Salary Scheduel.
 10% = BA/BS and 10 years of service. Compensated at A-8 through Z-8 of Basic Total Salary Scheduel.
 15% = MA/MS and 15 years of service. Compensated at A-9 through Z-9 of Basic Total Salary Scheduel.
 Longevity: Received upon completion of years noted below:
 8% = 6.5 years of service and 1 year in Step E. Compensation depeicted at steps W through W-9 of Basic Total Salary Scheduel.
 16% = 13 years of service and 1 year in Step E and 1 year in Step W. Compensation depeicted at steps X through X-9 of Basic Total Salary Scheduel.
 24% - 26 years of service and 1 year in Step E, 1 year in Step W, 1 year in Step X and 1 year in Step Y. Compensation depeicted at steps Z through Z-9 of Bas

Health contribution: Average cost of E+2 HMO PERS plan =
 Dental Vision = 100% City paid = ??
 Deferred Comp = City match 5% of salary
 Uniform = \$325 yr / \$27.08 mo
 Holiday = 144 hrs/year = 12 mo

Redondo Beach

Santa Monica

El Segundo

40 hour assignmnt prem/bonus
16.5%
10% yr 1/ 12% yr 2
15%
11%
2.7%
0%
0%
19%

Police Officer Salary Survey - Entry

Survey Agencies	Effective Date	Hourly	Entry	PERS	Insurance Paid By City (max paid by employer)			Total Comp
					Health	Dental	Vision	
Beverly Hills	09/26/09	\$36.67	\$6,356	9%	1163	188	19	\$8,299
Burbank	07/01/08	\$34.18	\$5,924	9%	1015	118	0	\$7,590
Culver City	07/01/08	\$30.33	\$5,257	9%	1270	74	30	\$7,104
El Segundo	07/01/09	\$29.71	\$5,150	9%	1045		135	\$6,794
Gardena	07/13/08	\$28.05	\$4,862	9%	855	0	0	\$6,155
Glendale	07/01/09	\$35.23	\$6,107	0%	1567	118	0	\$7,792
Hawthorne	07/01/07	\$28.06	\$4,863	9%	1996	26	16	\$7,339
Inglewood	07/01/09	\$27.34	\$4,738	9%	1299	79	10	\$6,551
Pasadena	04/28/09	\$31.56	\$5,470	9%	1221	95	0	\$7,279
Redondo Beach	07/05/08	\$26.09	\$4,522	9%	1200			\$6,129
Santa Monica	07/01/09	\$33.41	\$5,791	9%	1814	93	11	\$8,231
Torrance	01/03/10	\$33.15	\$5,746	9%	1164	76	5	\$7,508
							Average	\$7,206
							% Diff Torrance	-4%

Note: Salary Survey is base pay, PERS and Insurance only due to time constraints in gathering information. Typical Salary Survey (per MOU) components found below.

- Base Pay
- Longevity Pay
- Holiday Pay
- Uniform Allowance
- Police Agent Pay
- Education Incentive
- P.O.S.T. Incentive
- PERS - employee contribution paid by employer
- Matching deferred compensation paid by employer
- Health insurance paid for by City (highest coverage provided as paid by the City)
- All other premium shall be excluded.

**Police Officer Salary Survey - Entry
January 2009**

Survey Agencies	Effective Date	Hourly Rate	Base Entry	PERS	Holiday Pay	Uniform	Education incentive- BA/BS	DC paid or matching by employer	Health Ins (max paid by employer)	Dental	Vision	Total Comp
Beverly Hills	09/27/08	\$35.68	\$6,185	9%	268	58	340	320	1814	188	19	\$9,809
Burbank	07/01/08	\$32.82	\$5,688	9%	394	83	200	0	1036	88	0	\$8,062
Culver City	07/01/08	\$30.33	\$5,257	9%	263	79	0	0	1270	81	30	\$7,484
Gardena	07/13/08	\$28.05	\$4,862	9%	438	50	583	0	855	0	0	\$7,323
Glendale	09/02/08	\$33.23	\$5,760	0%	277	117	0	0	1023	107	0	\$7,283
Hawthorne	07/01/07	\$28.06	\$4,863	9%	281	0	292	0	1838	26	16	\$7,805
Inglewood	10/01/09	\$26.01	\$4,508	9%	282	88	0	0	1369	73	8	\$6,767
Pasadena	04/28/08	\$31.55	\$5,469	9%	252	0	500	0	952	95	0	\$7,829
Redondo Beach		\$26.08	\$4,522	9%	272	54	970	0	1200	0	0	\$7,537
Santa Monica	07/06/08	\$32.60	\$5,650	9%	326	80	678	0	1151	86	11	\$8,588
Torrance	06/22/08	\$30.95	\$5,364	9%	248	0	161	85	972	74	5	\$7,428

AVERAGE	\$7,849
Torrance +/- AVG	\$421
% Above / Below	-6%

NOTES:

Beverly Hills: holiday pay is 90 hrs/yr, \$700/yr (\$58/mo) for uniforms, 5.5% for BA, 2.75% Adv POST, 3.5% increase 9/27/08

Burbank: Holiday pay = 12 days year (12 hrs /mo); Uniforms = \$1000/yr (\$83/mo); BA/BS = \$200/mo, Adv POST = 9% of PO top step, Supr POST = 9% top step Sgts., Mgmt. POST = 15% top step of Leut.;

Culver City: holiday pay is 104hrs/yr (8.67/mo), \$950/yr (\$79/mo) for uniforms, 12.5% Adv POST

Gardena: holiday pay is 15 days/yr @12.5 hrs/shift (15.625/month), longevity is 2.5% at 7 yrs, 5% at 12 yrs, 10% at 20 yrs, 15% at 26 yrs, \$600/yr (\$50/mo) for uniforms, 12% for BA, 12% for Adv POST

Glendale: holiday pay is 106 hrs/yr (8.83hrs/mo), 9% empl PERs contribution in base, \$1400/yr (\$117/mo) for uniforms, and \$600/mo for Adv POST, 5% for agent pay (not available at entry)

Hawthorne: top step for 20+ yrs, holiday pay is 120hrs/yr (10hrs/mo); AA = 3%, BA/BS = 3%, MA/S = 3%, Int POST = 3% Adv POST = 3% - Can not exceed max of 15% or \$900/mo; retention pay 11% @ 27th year. Currently in negotiations.

Inglewood: holiday pay is 130hrs/yr, \$1050/yr (\$87.5/mo) for uniforms, Int & Adv POST 12.5 % per payperiod. Retention Incentive 3% after 5 yrs, 6% after 10 yrs & 9% after 15 yrs 12% after 20 yrs & 15% after 25 yrs.

Pasadena: holiday pay is 96 hrs/mo (8 hrs/mo); \$500/mo for BA or \$500/mo for Adv POST (higher one only)

Redondo Beach: holiday pay is 125 hrs/yr, pays \$650/yr for Clothing (non-persable); 6% for Int POST or AA or 60 POST approved units; 12.4% for Adv POST, 90 POST approved units or Int POST & 30 units; 21.4% for BA or 125 Post Approved Units; Longevity Pay

Santa Monica: holiday pay is 120hrs/yr (10 hrs/mo), \$960/yr (\$80/mo) for uniforms, 12% for BA or Adv POST, Longevity 2.7% @ 5-10 yrs, 5.4% 10-15 yrs, 8.1% @15+ yrs.

Torrance: holiday pay is 96 hrs/yr (8 hrs/mo), 10% for longevity @ 25 yrs., 3% for BA, 16% adv post-may be combined to a MAX of 19%

CITY OF TORRANCE

POLICE DEPARTMENT

TO: Eric Tsao
Finance Director

DATE: June 3, 2010

FROM: John J. Neu
Chief of Police

SUBJECT: 2010-11 Proposed Budget

The Torrance community has a considerable investment in safety and security. In the 2009-11 budget, public safety comprises 58% of the City's general fund expenditures. The Police Department recognizes the need for long-term budget solutions, and that effective solutions can only be realized with the cooperation and participation of public safety departments. The Police Department is in the process of implementing a long-range plan that addresses budgetary concerns while maintaining our high standards for a safe and secure community.

Beginning in 2007, the Police Department began an internal discussion about changes in the broader economy and their potential impact on public safety. We were aware that law enforcement agencies in other parts of the country were already feeling the effects of a slowing economy. In anticipation of future budget constraints, we began looking for opportunities to control costs while maintaining or enhancing service to the community. We reached out to other agencies and shared information about budget strategies and best practices in law enforcement. For the past three years, due to the City's quality leadership and the Police Department's competent and forward-looking management team, we have successfully met our Department's fiscal challenges. Unlike the budget cuts forced upon police agencies in other cities, our long-range plan enables us to implement pro-active solutions that reduce the budget while leading the Department in a positive direction.

Team Policing is an example of a positive, long-term solution. Conceived by our management team in 2008, the Team Policing staffing model enables us to identify when and where Police services and resources are most needed in the community. This enables us to deploy them more effectively. Even though the Department has transitioned from having 241 sworn personnel in 2008 to having 228 sworn personnel in 2010, we have achieved better shift coverage and field deployment through Team Policing. We have improved our service to the community while saving money.

The Police Department has already proposed reducing our overtime budget by \$150,000 due to savings from Team Policing. Based on our review of overtime usage this year under Team Policing, we propose to increase the overtime reduction by \$125,000, for a total savings of \$275,000.

The overtime savings from Team Policing is in addition to over \$1.2 million of budget reductions and program efficiencies the Police Department has brought forward in the past 12 months. Included in those reductions were the loss of two supervisors and a Police management position.

The planned conversion of a number of positions from sworn to civilian personnel has resulted in improved organizational effectiveness as well as substantial savings. Many of the Department's conversions have been achieved ahead of schedule for additional savings. Areas of increased effectiveness include public safety dispatching and crime scene investigation, among others. The Police Department is poised to become one of the leading Southern California agencies in forensic investigation and the use of DNA to solve crimes, thanks to our excellent new forensic team and the foresight of managers who recognize the value of civilian professionals.

The Police Department actively pursues alternative funding sources. We are currently administering almost \$1.2 million in awarded grants. Additionally, we have \$2.9 million in grant applications that are undergoing federal review. We have worked with the City's Communication and Information Technology Department and the Torrance Unified School District to apply for grants that would be mutually beneficial.

In order to better secure resources for the Torrance community, we have worked to increase our presence in Homeland Security grant programs, such as the Buffer Zone Protection Program (BZPP), and the Urban Areas Security Initiative (UASI). Torrance has assumed responsibility from Santa Monica, as the current representative for the L.A. County Police Chiefs Association, as a voting member of the UASI decision-making body. Our role is to voice the concerns and coordinate the needs of the 16 UASI cities when tens of millions of dollars in UASI funding is allocated each year. We will be deeply involved in UASI and there is much work to be done. I will rely heavily upon the Department's management team to ensure that our City is well represented in this high-profile responsibility.

The entire Police Command structure shares a common vision for the future of our Department. We have an effective and efficient management team who work together to solve problems. We are fundamentally transforming the way we do business. Through all the operational changes, budget cuts, staff conversions, and the elimination of police supervisory and management positions, we've received tremendous cooperation from Department personnel and employee groups. This is a time of unprecedented change for police operations in Torrance. It is imperative that our management team remains intact while the organization processes this transformation and all the change it entails. A loss of another management position at this time would be detrimental to police operations, negatively impacting both our emerging role in the region and police service standards in our community.

We recognize that budgetary concerns will be with us for some time. As a team, we will continue to make pro-active decisions as we realize our long-range operational plan, with the safety of our community always our top priority. With the continued support from the City's leaders and the community, we will achieve our vision.

John J. Neu
Chief of Police

OTHER CA CITIES' FY 11 BUDGET STRATEGIES

City	Population	Estimated FY11 Deficit	Examples of Proposed Solutions
Los Angeles	4,065,585	\$492 million	<ul style="list-style-type: none"> -Per Mayor's Proposed Budget -A list of 761 positions eliminated through layoffs generating \$176 million in savings -16 day furloughs for all employees except sworn officers, traffic officers, library employees, and special fund departments will save \$63 million -Spending gap covered with \$53 million in one-time revenues (primarily from the leasing of parking facilities) -A freeze on \$39 million of capital projects and citywide reductions in city services -Libraries closed an additional day each year -Fire Department will continue its rolling brownout program -Daytime child care at parks will be eliminated and summer recreation programs are being scaled back -Elimination of two departments (Neighborhood Empowerment and Human Services) -Chief Legislative Analyst recommends elimination of 1,000 additional jobs on top of the 761 cuts and also proposed by Mayor -Mayor said he'll ask voters to decide whether new police and firefighters should receive lower pension benefits than existing employees. A ballot measure may be proposed in November or March
LA County	10,393,185	\$500 million	<p>Proposed Reductions:</p> <ul style="list-style-type: none"> -About 100 county workers may lose their jobs and about 1,400 vacant county positions would be eliminated -Eliminate \$128 million from the Sheriff's Department, largely by eliminating vacant positions and reducing overtime -\$7.9 million cut to the public health department -\$7.4 million cut to the Department of Public Social Services -\$4.8 million cut from the county's public libraries, resulting in fewer hours at some libraries and the elimination of an adult literacy program

Note: Data reflected above has been obtained from both primary and secondary (e.g. media) sources and changes daily and, therefore, may not precisely reflect the most recent information.

OTHER CA CITIES' FY 11 BUDGET STRATEGIES

City	Population	Estimated FY11 Deficit	Examples of Proposed Solutions
Orange County	3,139,017	\$85 million	<p>Proposed Budget:</p> <ul style="list-style-type: none"> -Elimination of 175 full-time positions in court clerk, court reporter, attorney's and public defender's offices -Draw \$36 million from the county's reserves as well as other funding sources <p>-County has cut about 15% of its non-public safety budget and eliminated more than 1,000 jobs since 2008</p>
Sacramento	481,097	\$43 million	<p>City Manager's Proposed Cuts:</p> <ul style="list-style-type: none"> -As many as 200 layoffs -\$14.6 million in cuts to programs and services -\$19.6 million by removing all vacant city positions and possible labor union concessions -\$8.8 million in other fund support <p>-Proposal to reduce city service hours to four days a week</p>
San Diego	1,353,993	\$25-35 million	<p>-Branch libraries closed Sundays and Mondays</p> <p>City using its retirement system to force employees to pay more into their pension fund to make up for \$40 million in investment losses. About 9,000 workers would be charged an extra \$4,000 each.</p> <p>-Police officers have agreed to forego across-the-board pay increases</p> <p>-Under new two-year contract, SDPOA allowed to offer an additional, less expensive health care plan and will explore moving officers to State's employee retiree health care system, CalPERS</p>
San Jose	1,006,892	\$116 million	<p>-City Council requested city employees to accept a permanent 5% cut plus an additional 5% that could be temporary, but no agreement has been reached</p> <p>-Layoff notices sent to more than 1,300 employees notifying them they are likely to be laid off or demoted. Includes 88 police officers and 74 firefighters</p> <p>-Measure on June 2010 ballot that would allow expansion of gambling in city's card clubs, which could generate \$5 million a year</p> <p>-Council voted to enact a 10% cut in salary and benefits for elected officials</p>

Note: Data reflected above has been obtained from both primary and secondary (e.g. media) sources and changes daily and, therefore, may not precisely reflect the most recent information.

OTHER CA CITIES' FY 11 BUDGET STRATEGIES

City	Population	Estimated FY11 Deficit	Examples of Proposed Solutions
San Jose cont'd			<p>City Manager's Proposed Budget:</p> <ul style="list-style-type: none"> -Reduce the number of employees in the city's police department with a goal of reducing by 20% the number of 40-hour week compensated hours to reduce the number of employees from 3,400 -Reduce Police Patrol Services from 100 to 75 units -Reduction of branch hourly operators to three days a week -Paired branch system with one night shift and one day shift W-F with the other open Tu-Th-Sat
San Francisco	845,559	\$522 million	<p>-Two-year agreement w/unions to institute 12 furlough days per year, saving an estimated \$200 million. Employees now cover all spouse and dependent health costs</p> <p>-\$30 million annual reduction in city contracts</p>
Fresno	495,913	\$30.6 million	<p>Mayor's Proposed Budget:</p> <ul style="list-style-type: none"> -Layoff 225 employees and leave 81 positions unfilled -City Council approved a declaration of financial emergency (unanimous 7-0 vote), allowing the city to tap into its \$17 million emergency reserve fund. The Mayor proposes to use about \$6.5 million of this money to pay for retirement incentives and other costs associated with her plan to lay off 225 employees -Outsource commercial solid waste collection, which could generate \$2 million annually in franchise fees from a vendor -Outsourcing the maintenance of parks and median islands -Developing partnerships with community-based organizations to operate the city's neighborhood centers
Oakland	425,068	\$42.6 million	<p>-Cutting all city grants to the Chabot Space and Science Center, Cypress-Mandela Training Center, Oakland Asian Cultural Center and Vietnamese Senior Services</p> <p>-Two November ballot tax measures (\$20.6 m): Parcel tax raising tax on single-family home \$180/year Temporary half-percent increase in the UUT</p>
Santa Ana	355,662	\$25 million	<p>-City has asked PCA, FBA, PMA, and FMA to all side paying more toward their PERS</p>

Note: Data reflected above has been obtained from both primary and secondary (e.g. media) sources and changes daily and, therefore, may not precisely reflect the most recent information.

OTHER CA CITIES' FY 11 BUDGET STRATEGIES

City	Population	Estimated FY11 Deficit	Examples of Proposed Solutions
Glendale	207,303	\$8.1 million	<ul style="list-style-type: none"> -City Manager's Proposed Budget focuses on 2011 employee salary and benefits increases in the mid-pool with 2012 salary roll-backs -City officials are asking for a new proposal to pay a portion of their social costs for active and retired employees -Last year, three unions agreed to forgo pay increases, excluding the POA
Pasadena	150,185	\$5.7 million	<ul style="list-style-type: none"> -Eliminated 91 positions available after a year of retirement -About 200 jobs being left vacant and the city financial officer improves -City plans to continue hiring freeze and freeze up next fiscal year and also plans to freeze its salary increases -Layoffs are possible
Huntington Beach	202,480	\$3 million	<ul style="list-style-type: none"> -Suspend a Police Department physical fitness program -Reducing Police Helicopter usage -Firefighters forgo raises for the next 18 months -Increased employees' contributions to retirement funds
Irvine	212,793	\$17 million	<ul style="list-style-type: none"> -Cut back on community concerts -Consolidate after-school and summer programs -Delay construction of new public facilities, including a new police headquarters adjacent to the Great Park -Dip into \$14 million in reserve funds
Newport Beach	86,252	\$8 million	<ul style="list-style-type: none"> -Firefighters Union agrees to forfeit a scheduled 3.5% pay increase in favor of having the raise go toward paying a portion of employee pension costs, saving \$500,000. Under the agreement, new hires would have to pay an additional 5.5% of their retirement costs for the first five years of service in addition to the forfeited 3.5% pay increase
Fullerton	137,624	\$5.5 million	<ul style="list-style-type: none"> -All of city employee unions except the Firefighters Association have agreed to contracts mandating 5 percent pay cuts retroactive to December 2009 -Bargaining units will take off Fridays unpaid to make up for the retroactive cut

Note: Data reflected above has been obtained from both primary and secondary (e.g. media) sources and changes daily and, therefore, may not precisely reflect the most recent information.

OTHER CA CITIES' FY 11 BUDGET STRATEGIES

City	Population	Estimated FY11 Deficit	Examples of Proposed Solutions
Redding	96,898	\$2.3 million	<ul style="list-style-type: none"> -Unions declined to pay a portion of their pensions for at least two years -Council voted 3-2 to cut \$2.3 million from the general fund budget and to ask voters to curtail employee retirement benefits <ul style="list-style-type: none"> * One initiative would impose pension concessions on workers permanently, requiring them to pick up a portion of PERS. Currently, the city picks up the full 9% for public safety and 7% for other workers * The other measure would require workers hired after a certain date to pay the full cost of city health insurance on retirement -RPOA offered to give up a 4 percent pay raise, but council rejected the concession, saying the city needs to make permanent cuts -Four police officers will lose their jobs in late June, along with two parks workers and a clerk
Stockton	290,409	\$23 million	<ul style="list-style-type: none"> -Issued preliminary layoff notices to 114 full-time and 74 part-time employees. (Includes 48 police officers) -Stockton City Employees Association (represents 464 of the city's 1,600 employees) may offer furlough reductions and other concessions worth about \$2.5 million
Santa Barbara	90,308	\$9 million	<ul style="list-style-type: none"> -City asked for a 10-percent cut from public safety departments and 12-percent from other departments -City Council rejected POA's proposed 5-percent cut in pay and benefits as it is seeking a 10% cut -Possible elimination of 41 positions -City Administrator asking for \$2.6 million in wage and benefit concessions from labor unions. If not received, 17 more positions will be eliminated -Police Department will be forced to eliminate seven (vacant) sworn officers, three non-sworn employees, PAL, DARE, and funding for school crossing guards

Note: Data reflected above has been obtained from both primary and secondary (e.g. media) sources and changes daily and, therefore, may not precisely reflect the most recent information.

OTHER CA CITIES' FY 11 BUDGET STRATEGIES

City	Population	Estimated FY11 Deficit	Examples of Proposed Solutions
Signal Hill	11,430		-City Council voted to freeze salaries and require city employees to pay a portion of their retirement pension and retirement healthcare costs
Torrance	149,111	\$9 million	<p>-5% Payroll Reduction</p> <p>-Major Savings in 4th quarter with the City Council's decision to "go to bed"</p> <p>-Last year, all city departments were ordered to cut costs by at least 2 percent to balance the budget</p>
Milpitas	70,817	\$11 million	<p>Three-pronged approach:</p> <ol style="list-style-type: none"> 1.) 3% UUT or a quarter cent sales tax (\$4 mil) 2.) Cost Savings Plan: Reduce employee costs by 7% (12 furlough days (\$1.9 mil). Eliminate city-run programs that are not 100% cost recoverable (\$552k). A 2.5% increase in PERS pick-up (\$800k). Two-tiered retirement system. Total savings for cost savings plan: \$4.1 million 3.) Economic recovery increase revenue
San Clemente	68,316	\$2 million	-City staff detailed a list of all city programs that do not generate revenue equal to or greater than the program cost. Council then identified those programs which they are willing to consider for service reduction
San Carlos	28,839	\$3.5 million	Outsource police and fire protection services to San Mateo County, saving city \$3 to \$5.5 million
Corning	7,390	\$1 million	<p>-Eliminate the Recreation Department</p> <p>-Consolidate dispatch services in the Fire and Police Departments</p> <p>-Public Works cut painting and repairs to the Library</p>

Note: Data reflected above has been obtained from both primary and secondary (e.g. media) sources and changes daily and therefore may not precisely reflect the most recent information.

OTHER US CITIES' FY 11 BUDGET STRATEGIES

City	Population	Estimated FY11 Deficit	Examples of Proposed Solutions
Phoenix, AZ	1,567,924	\$241 million	<ul style="list-style-type: none"> -Eliminate 1,310 of the city's 16,000 positions. Police Department would lose about 353 sworn positions. Fire Department would cut 144 sworn jobs. The cuts represent about 18 percent of the total sworn police and fire force -Reduce library hours of operation at all 15 branches to 30 hours per week by closing on either Mondays or Fridays
Dallas, TX	1,279,910	\$108 million	<ul style="list-style-type: none"> -No pay raises -Plans for 5 furlough days
Detroit, MI	912,062	\$300 million	<ul style="list-style-type: none"> -10% pay cuts on non-union workers -\$11 million in layoffs and 26 unpaid furlough days
Tucson, AZ	541,811	\$33 million	<ul style="list-style-type: none"> -Eliminated 400 positions -Proposed one percent sales tax hike
Charlotte, NC	687,456	\$8 million	<ul style="list-style-type: none"> -Close 12 county library branches and layoff a third of the staff (148 employees)
Jacksonville, FL	807,815	\$58 million	<ul style="list-style-type: none"> Reduce employee pay by 3%, increase workers' contribution toward healthcare, raise fees for various city services
Kansas City, MO	451,572		<ul style="list-style-type: none"> -35 layoffs (\$2 mil) Elimination of 100 vacant positions (\$5 mil) -Wage freezes (\$7.5 mil) -Reduced park and boulevard mowing cycles (\$250k)
Colorado Springs, CO	380,307	\$28 million	<ul style="list-style-type: none"> -City has turned off one-third of its 24,512 street lights -Trying to get volunteers and the private sector to provide services the city can no longer afford <ul style="list-style-type: none"> -Taxi drivers recruited to serve as second set of eyes for over-stretched police patrols -Residents can pay \$100 a year to adopt a street light -Volunteers are organizing to empty the garbage cans in 126 neighborhood parks -City is asking private swimming programs to operate its pools, and one of the city's four community centers will soon be run by a church
Gainesville, FL	114,916	\$7 million	<ul style="list-style-type: none"> Four-day work week
Flint, MI	112,900	\$8 million	<ul style="list-style-type: none"> -Pink slipped 57 police officers and 23 firefighters -City administration considering borrowing \$13 mil to stabilize budget
Saginaw, MI	55,620	\$2 million	<ul style="list-style-type: none"> -Reorganize government structure. Create a public safety director who would oversee the police and fire departments. Both the police and fire chief posts would remain. Savings achieved through clerical centralization -Two public safety tax propositions will be on the August election ballot. If voters reject both, 31 officers and 20 firefighter positions will be eliminated
Billings, MT	103,994		<ul style="list-style-type: none"> -City Council considering purchasing smaller fire trucks, which would be useful for stations that respond mostly to medical calls

Note: Data reflected above has been obtained from both primary and secondary (e.g. media) sources and changes daily and, therefore, may not precisely reflect the most recent information.

- [All Discussions](#)
- [My Discussions](#)
- [Add a Discussion](#)



Imposing LBFOs

- Posted by [Mark Flannery](#) on May 26, 2010 at 8:02am in [Current Negotiations Trends/Issues](#)
- [Send Message](#) [View Discussions](#)

In the last week I've seen at least four cities impose a LBFO. I don't recall that many cities doing this in the same time frame; usually LBFO impositions are few and far between.

Carlsbad imposed a lower tier PERS formula on new hires in the fire unit, who will receive the 2%/50 formula that was in place for most cities until about ten years ago. This is the first time I can recall that a city has taken such action with a public safety unit.

Santa Rosa imposed its LBFO on the operating engineers that includes a move to 2.5/55 for new hires. Current employees will continue to receive the 3/60 formula. All other miscellaneous units had accepted the change, but the city could not proceed until the OE was on board. I have not heard of any city moving away from 3/60 until now.

Davis, traditionally a labor-friendly city, imposed its LBFO on the CEA unit. The terms included 12 furlough days and changing PERS final comp calculations to the three highest years v. single highest year.

Fullerton imposed its LBFO on the fire unit. The terms included a 5% pay reduction.

[Share](#) [Twitter](#) [Facebook](#)



News and politics from the pressdemocrat

- [Home](#)
- [Cities](#)
- [County](#)
- [Education](#)
- [Sacramento](#)
- [Transportation](#)
- [Washington](#)
- [Endorsements](#)
- [Events](#)
- [Video](#)
- [Pd.com](#)

Santa Rosa imposes two-tier pension system for many city workers

Posted by Ted Appel in [Cities](#) on May 25th, 2010 **tags:** [CalPERS](#), [City Council](#), [pension](#), [Santa Rosa](#), [Sawyer](#), [Vas Dupre](#), [Wysocky](#)

5 comments [related articles](#) [share on twitter](#)

By KEVIN McCALLUM
THE PRESS DEMOCRAT

Citing the city's dire financial condition, the Santa Rosa City Council on Tuesday voted 6-0 to establish a two-tiered pension system for all of its workforce except police and firefighters.

Over the objections of a handful of maintenance and utility workers and their union representatives, the council imposed the cheaper pension scheme on new maintenance workers.

Several council members emphasized that no current workers will see their pension benefits reduced, only new employees who will be aware of the lower pensions before accepting a city job.

"This will probably be one of the least painful things that we do in the next year or so," councilman John Sawyer said.

Five of the six unions representing non-police and firefighters have already agreed to the change, but their deals were contingent on all six unions participating in the new pension system.

Instead of being able to earn a maximum of 90 percent of their salary at age 60 after 30 years of service, new city employees with the same service will earn a maximum of 75 percent of their salary at age 55.

The city estimates the change could save about \$1 million a year after five years, and up to \$5 million a year after 10 years.

"Our mission is to keep this city solvent," said vice-mayor Gary Wysocky.

By forcing the Operating Engineers Local Union No. 3 to accept the change, the city can now amend its contract with CalPERS covering about 900 so-called "miscellaneous" city workers, ranging from attorneys to bus drivers.

Police and firefighters fall under a different CalPERS plan, and the city has yet to ask those groups to set up a two-tier system. Santa Rosa resident June Kennedy urged the council not to hold off any longer in extending the two-tiered system to them, as well.

"I would like that conversation to start now," Kennedy said.

City attorney Caroline Fowler advised the council that it was not the time to hold such discussions because it had not been listed on the meeting agenda.

Union officials vowed to fight the change in court, claiming the other unions only agreed to the change if all agreed, and the operating engineers have not agreed.

"I guess you'd rather spend the city's finances litigating rather than negotiating," said union representative Don Dietrich said.

They also alleged a double-standard between the way maintenance workers and public safety workers are being treated by the city.

"It felt like you are putting a gun to our heads and saying take it or leave it," said union representative Dave Gossman. "Why didn't you put a gun to their heads? The reason is probably because they carry guns and we don't."

But council members steered clear of the public safety issue, and instead emphasized the need to take action now to save money.

"Really, at this point, I just don't see any choice, and I feel very badly about that," said Marsha Vas Dupre.

Wysocky noted that before the city went to the "3 at 60" plan in in 2002, it had a "2 at 55" benefit, meaning the new benefit is still higher than it was eight years ago.

"My problem is I don't think we're going far enough," Wysocky said.

He noted that while the city is predicted to be "out of money" by 2011, the new benefit scheme will save just \$73,000 in the first year.

"I don't think this \$70,000 saving is going to get us where we need to go, in light of what we are facing, but it's a start," he said.

Related articles

[Santa Rosa pushes two-tier pensions](#)

[Budget cuts coming sooner to Santa Rosa](#)

[Attorney launches campaign for Santa Rosa City Council](#)

5 Responses to "Santa Rosa imposes two-tier pension system for many city workers"

1. *Beef King* says:

[May 31, 2010 at 10:27 am](#)

....."My problem is I don't think we're going far enough," Wysocky said.

I agree with Mr. Wysocky.

It is not far enough. The unions are out of control, and their contracts will bankrupt Santa Rosa if they do not re-write them.

I say take the unions to the wall now, before it is too late.

Re-write or picket, either way there are plenty of Santa Rosans who will step in and do the work of these pompous and ungrateful whiners who hold the city hostage to their demands for personal wealth.



2. *Edward* says:

[May 28, 2010 at 10:06 am](#)

The city has been giving over 800K of our tax dollars to the Chamber of Commerce for "tourism" every year for many years. Sorry but that gravy train needs to end. If we are talking about firing crossing guards and closing senior centers but the city is still giving almost a mill a year to the chamber that's what's wrong with the budget!

THE ORANGE COUNTY BETA
REGISTER

City votes to cut firefighter pay

By ADAM TOWNSEND

2010-05-18 18:24:22

FULLERTON — In the face of big budget shortfalls, the Fullerton City Council voted 4-1 Tuesday to force 5 percent pay cuts retroactive to December on firefighters.

The Fullerton Firefighters Association was the last of several city bargaining units to hold out on the pay cuts, which started being implemented in the fall.

"It's one of those situations that is not enjoyable," said Mayor Don Bankhead before moving to the vote.

Shawn Nelson, who had pushed to impose the contract twice before, seconded the motion. Councilwoman Pam Keller voted against imposing the contract.

The cuts will save the city about \$729,000 over the next 18 months of the contract, which ends June 30, 2011.

Union officials had said they were being treated unfairly compared to other city bargaining units. The police and other non-supervisory workers were able to get the city to consent to unpaid time off in lieu of retroactive cuts.

But because fire services must maintain minimum staffing, city officials said they wouldn't save any money by offering the firefighters time off; they'd have to backfill vacant spots with other firefighters on overtime.

Joe Frilot, the vice president of the firefighters' association, which represents 75 sworn and civilian fire employees, said it had recommended that the city find new revenue sources, like renting fire station space to the city's ambulance contractor.

But the council instead imposed the retroactive cuts.

Contact the writer: 714-704-3706 or atownsend@ocregister.com

© Copyright 2010 Freedom Communications. All Rights Reserved.

[Privacy Policy](#) | [User Agreement](#) | [Site Map](#)

glendalenevnewspress.com/news/gnp-pensions042410,0,2391272.story

Glendale News Press

Pensions: City can't keep up with cost

Glendale is being forced to contribute more to CalPERS than it can afford.

By Melanie Hicken

8:51 AM PDT, April 23, 2010

Glendale's contribution to employee pension plans in 2001: zero. The city's check in 2009: \$22.6 million.

The growing burden of the California Public Employees Retirement System on Glendale's bottom line in the last decade has been steep, and city officials are asking employees to pay a larger share of the costs.

In addition to increased contributions from current employees, city officials are proposing a two-tier retirement system with scaled-back benefits for all new hires.

"I don't know how we justify these levels of benefits for public employees," City Manager Jim Starbird said. "Not only are they terribly costly, and we can no longer support the structure financially, but I don't know how we justify this to the public."

Representatives from three of the city's employee unions — who would have to approve the proposed changes — say they are willing to negotiate. The Glendale Police Officers' Assn. could not be reached for comment.

"We certainly want to do our share to make sure we don't lose employees and keep things in the positions where we can hire the right people," said Craig Hinckley, president of the city's largest employee bargaining group, the Glendale City Employees' Assn.

Still, union representatives said any changes must be made carefully so as not to hurt the city's ability to attract quality employees.

"We have to make sure we don't short ourselves with regard to surrounding cities . . ." said Jay Kreitz, president of the Glendale Managers' Assn. "Or we're not going to be able to hire the brightest and the best like we normally do."

The proposed changes come as pension payments on behalf of city employees have added up to about \$90 million in the last five years alone, according to a News-Press analysis of city budgets. That's nearly double the total amount spent on library operations during the same time period.



The sharp increase was fueled by significant increases in benefits and salaries that the City Council approved in the stock market boom years when Glendale had little or no required contribution. And forecasts from state pension officials show little indication that the trend will plateau soon, as Glendale and other cities face major investment losses from the state system.

The pension system works like this: The city and its employees make annual contributions to the state Public Employees Retirement System, the pension giant that public agencies across the state pay into. The city has no control over how those funds are invested.

A decade ago, the system's major stock-market gains meant that the city had to make little or no annual contributions. But when investments tank as they did last year, the city is forced to make up for the losses.

Add to the mix the drain on city revenues caused by the protracted recession, and the pension burden will be increasingly hard to bear without slashing city services if the retirement system is not overhauled, officials said.

"We are to the point now where further cuts continue to cut to the bone," Starbird said at a recent City Council budget meeting. City Hall faces a multimillion-dollar shortfall for the third fiscal year in a row.

'The Big Lie'

Much of the pension crunch can be traced back to about 10 years ago, when the value of many local cities' retirement portfolios far exceeded their promised payouts, experts said, resulting in multiple years of little or no required contributions.

In 1999, then-Gov. Gray Davis and the state Legislature approved increased retirement benefits for state employees. Employee unions across the state began to push for the increased benefits, and many cities followed suit.

Glendale eventually joined in, increasing retirement benefits by as much as 50%, which city officials at the time said would attract quality employees and encourage earlier retirement.

Under a plan approved by the City Council in 2003, firefighters and police officers can now retire at age 50 with 3% of their highest salary per year of service. Two years later, the council approved a plan for all other employees that granted 2.5% of their highest salary per year of service starting at age 55.

At the time, state pension system officials and hired experts pledged that the city's annual contribution rate would not spike as a result of the increased benefits packages.

Starbird now dubs those promises "the big lie."

Within a year of approving the increased benefits for public safety employees, the city's required contribution jumped dramatically, as it was forced to make up for tens of millions in unfunded liability, or the difference between promised benefits and the value of the city's current portfolio.

Katherine Barrett, a pension expert who has studied the issue extensively for the Pew Center on the States, describes the pension plight as the fruit of faulty income projections from stock-market returns.

"The returns were so good in the 1990s, particularly the end of the 1990s, that I think people just kind of forgot that they could go in the opposite direction," she said.

At the same time, the City Council approved several multiyear contracts for police and fire that increased salaries across the board.

“Our pay was inferior to other departments of similar size, and that led to a lot of people leaving our department for other departments,” said Capt. Chris Stavros, president of the Glendale Firefighters’ Assn. “And the fact is even now we would be considered to be middle-of-road compensation.”

The higher salaries combined with the increased benefits resulted in soaring pension obligations as the city adjusted to plummeting revenues, officials said.

Moving forward

So far, Glendale has been able to fill budget shortfalls without the unpopular furloughs or layoffs that so many agencies have been forced to implement. But officials have said further department reductions could result in job losses at a time when the city has already lost 100 vacant positions in the past two years.

So this year, city officials are turning to city employees to help balance a projected \$8.1-million deficit by increasing the employee’s contribution to the state pension system. Employees already contribute between 8.5% and 10.5% of every paycheck.

Stavros said he understands that percentage may need to increase during the current budget crunch.

“We are willing to listen and help any way we can,” he said. “We’ve done that before, and we will again.”

The city has also set aside about \$5 million in savings from pre-paying its retirement obligations, officials said, to help lessen the effect of retirement payments in coming years.

In the long run though, city officials say more radical changes are needed. They propose a two-tier system with lower benefits and a higher retirement age for new employees.

Under the proposed plan, a 55-year-old police officer retiring at a salary of \$90,000 after 30 years of service would receive a retirement of about \$54,000 per year. Under the current plan, the same officer could retire at 50, after 25 years of service, and receive a \$67,500 annual check.

Union representatives have cautioned that the city must keep benefits strong enough to recruit future hires.

But with almost a third of the city’s workforce at age 50 or older, city officials say they can’t sustain the current level of benefits.

“We got into these programs. We are seeing the impact of it,” Starbird said. “My view is we should have stayed where we were. And to the extent we can’t stay where we were, we need to get ourselves back to where we were for at least the new people coming into the system.”

DEL MAR TIMES

City of Solana Beach, employees come to terms on wages, pension cuts

Friday, May 28, 2010

By Jonathan Horn (jhorn@delmartimes.net)

The Solana Beach City Council on May 26 announced a 3-year memorandum of understanding with its employee association that calls for salary freezes, increased employee-made pension contributions and reduced retirement benefits for those hired on or after July 1.

Up to 65 percent of the city's workforce will contribute their full employee portion to the California Public Employees Retirement System, CalPERS, beginning fiscal year 2012-2013. Employee contributions will increase roughly 2.5 percent each fiscal year beginning July 2010 until it reaches 8 percent, the entire employee contribution amount, starting July 2012.

City Manager David Ott said the deal would ultimately save the city \$240,000 per year once these employees begin paying their full share of pension contributions. That could increase to \$380,000 annually if Solana Beach can come to pension contribution terms with the other 35 percent of its employees. The savings will begin with roughly \$85,000 in fiscal year 2010-2011 based on the deal struck on May 26.

Councilman Dave Roberts said the agreement would be highly beneficial to the city and all future councils. While the MOU only lasts for three years, Roberts said it would most likely permanently get the city out of its obligation of paying its employee's pension contributions.

"I doubt that a future council would ever head back in that direction," he said, noting the importance of pension reform. "By making this compromise, we're able to not have to lay off any employees and we're able to continue to provide employment and offer benefits."

Employees hired on or after July 1, 2010, will receive pension benefits under the money-saving "two percent at 60" formula, calculated on the average of their highest three salaries. This means a 60-year-old retiree would receive two percent of that average multiplied by the number of years as an employee when ending his or her career.

In addition, salaries are frozen through the end of fiscal year 2010-2011, which ends June 30, 2011. Wages do become negotiable at that time, but can either increase or decrease. Employee association members will receive one additional floating holiday, and will have the option to convert unused sick days to vacation days if they use less than 40 hours in a year.

"We truly do appreciate (the employees) cooperation and their understanding of the financial matters that have been facing the city. I think this shows true leadership not only on behalf of the impacted employees but the city of Solana Beach acknowledging the fact that the public employees sector needs to start paying their fair share of pension costs," Mayor Tom Campbell said. "We really do truly appreciate their efforts that they put forward and I just want to applaud them all."

Here is the agreement, as read at the council meeting by City Attorney Johanna Canlas:

"As to item one on the closed session agenda, pursuant to government code section 54957.1a6, the city council unanimously approved an agreement with Solana Beach Employee Association, Miscellaneous Unit with the following terms: They have entered into a three-year MOU beginning July 1, 2010 to June 30, 2013. A salary freeze for fiscal year 2010-2011 is in place with a re-opener by either party the years two and/or three for potential salary adjustments, whether increases, and/or decreases.

"Association members receive one additional floating holiday for July 1. Association members that use less than 40 hours, five days of sick leave annually, may convert that to vacation week. The association members agreed to pay their entire employee portion of the CalPERS retirement contribution of 8 percent over the three year term of the MOU as follows: Effective July 1, 2010, employees pay an additional 2.242 percent for a total of 3.515 percent. Effective July 1, 2011, employees will pay an additional 2.242 percent for a total of 5.757 percent, and effective July 1, 2012, employees pay an additional 2.243 percent for a total of 8 percent.

"Parties agreed to add a second-tier, establishing a new pension formula of 2 percent at 60 for employees hired on or after July 1, 2010, with the use of the employee's highest three year salary average. Copies of the agreement are available at the city clerk's office upon request.

"In addition, the management and unrepresented employees will also receive one floating holiday, they will also pickup their full employee share of the CalPERS retirement contribution over a 3-year period, and a second tier with a new pension formula of 2 percent at 60 for employees hired on or after July 1, 2010.

"With the city council's unanimous decision at the last meeting, to pick up its full employees share beginning July 1, 2010, 65 percent of the city's workforce have agreed to pay their full employee portion of the CalPERS retirement contribution over the next three years."

Jonathan Horn

Jonathan Horn covers Del Mar and Solana Beach. [E-mail](#) him with comments or questions.



American Canyon, union rework pensions

By KERANA TODOROV Register Staff Writer | Posted: Thursday, April 1, 2010 12:00 am

The union representing American Canyon firefighters has agreed to less generous retirement benefits for future hires, the first public union to lower its benefits in Napa County during a time of government budget shortfalls.

The new benefits were unanimously approved Tuesday by the American Canyon City Council, acting as the American Canyon Fire Protection District board.

Under the deal, in order to draw 90 percent of their salaries through the California Public Employees Retirement System, new hires who work 30 years will be eligible to retire at age 55. Currently, firefighters can retire with those benefits at age 50.

"Our firefighters understand the need to balance benefits programs with financial sustainability of the organization, which resulted in a positive negotiations process that resulted in the changes," American Canyon Fire Chief Glen Weeks said Wednesday.

The agreement negotiated with the International Association of Fire Fighters, AFL-CIO, Fire Fighters Local 1186 allows the department's current firefighters to retire at age 50 with 90 percent of their salaries after 30 years of service.

The agreement covers American Canyon's 15 unionized firefighters, the fire chief and the assistant fire chief — though that position is vacant.

The "3 percent at 50" retirement plan — so named because workers benefit grows by 3 percent for each year worked and tops out at age 50 — is in place in 200-plus California jurisdictions. Among them are public safety personnel in the city of Napa, and Napa County Sheriff's Department and CalFire.

Reworking pensions

The pension system for state workers has come under fire for being financially unsustainable. According to Californians for Pension Reform, a group dedicated to placing a public pension reform initiative on the ballot, more than 6,000 retired state employees — public safety and non-public safety retirees — earn more than \$100,000 a year in retirement benefits.

Of those, about 70 worked for government agencies in Napa County including Napa State Hospital, Napa County and the city of Napa.

In American Canyon, the firefighters' union began to receive pension benefits under the "3 percent at 50" rule in 2006. But as the state struggles with a huge deficit and investments made by government-owned pension funds have lost money, the trend is a return to less generous benefits, Weeks and others said.

"I still think that 3 percent at 55 is a good benefit," said Weeks, who does not foresee problems in recruiting good candidates.

"It's not all about pay and benefits," he said. "There are a lot of people out there who want that opportunity to serve."

During Tuesday's meeting, Robert Schussel, an activist from Vallejo — where public safety personnel pensions have been blamed for bankrupting the city — urged the American Canyon fire district board to take more draconian measures. The new formula is only a "Band-Aid," Schussel said.

Fire board members, including Ed West, voiced support for public safety pensions.

There are many reasons why the city of Vallejo is bankrupt and the state of California is broke, West said.

"It is not just because of the retirement program," he said.



Read more at vcstar.com

Ventura OKs 2-tier system for pensions

By Kevin Cieri

Originally published 07:31 p.m. March 23, 2010

Updated 08:08 p.m. March 23, 2010

In an effort to corral mounting pension costs for employees, Ventura on Monday became the first city in Ventura County to call for a two-tiered pension system that would scale back benefits to future retirees.

Existing employees would continue to receive promised pension payments for the rest of their retired lives, but could have to contribute more of their salaries to cover those future payouts.

The City Council unanimously approved the changes, the details of which still must be negotiated and accepted by union and nonunion employees and their bargaining units.

Councilwoman Christy Weir, who made the motion, said too many taxpayer dollars are going to pay for retirements, at a time the city is cash-strapped to provide for vital city services. Lowering city pension costs, she said, could free future funds for public programs.

"We are spending more and more money to pay people who no longer work for the city, which means, to me, the city is not getting the actual, tangible benefits for its dollars," she said. "To me, that is not the right way to run a city."

Councilman Neal Andrews, who has championed pension reforms, said the city will face staggering costs to cover future obligations, and it was time to act rather than wait for the state or others to find solutions.

Labor leaders who learned of the change Tuesday reacted sharply, saying a new retirement benefit system would not likely provide significant savings for at least 15 years and the council shouldn't balance the budget on the backs of workers who already have forfeited 3 percent of their salaries and taken unpaid furlough.

The council's unexpected vote came late Monday after it received a lengthy report by a volunteer task force created by the council last year to study employee compensation and possible pension reforms.

The task force, which included city employees and local business officials, concluded that while pension plans for Ventura employees are in line with those offered by other public agencies across the state, Ventura, like others, will be forced to contribute growing and "unsustainable" amounts to cover promised retirement obligations.

The task force told the council that CalPERS, the state retirement system plan covering most public employees, projects by 2016, total annual pension contributions from the city will rise to 30 percent of salary for general employees and 46 percent for public safety employees, projections that some Ventura employees disputed. Battered by stock market declines, the California Public Employees Retirement System has an unfunded liability of up to several hundred billion dollars, depending upon future earnings, to finance pension and retiree healthcare benefits, according to the governor's administration.

The task force's chairman, Ed McCombs, a former Ventura city manager, however, stopped short of recommending any concrete fixes. McCombs said the task force didn't have the time, expertise or money to hire experts to accurately project savings if the city moved to a two-tiered system.

The council voted not to wait, adopting policy directing the city manager to move to a two-tiered system and have employees contribute more to their retirements. The exact details still must be defined and negotiated.

City employees don't pay Social Security, because they are enrolled in the state retirement system, and due to past negotiations, the city currently pays both the city's share and the employee's share of pension costs — 7 percent for general employees, 9 percent of safety personnel.

Possible changes to save future expenses could involve employees having to resume paying for those costs, similar to what county employees do, officials said.

Under the tiered system, new hires also could receive lower pension benefits or longer public service before collecting retirement.

About a handful of California public agencies have enacted tiered systems, and Ventura would be wise to act now to reduce long-term pension costs, despite likely stiff union opposition, said Herb Gooch, a political science instructor at California Lutheran University in Thousand Oaks.

"This is the direction that most cities and counties will have to go," he said.

Ventura currently provides retirement benefits under three formulas: 3 percent at 50 for sworn police personnel; 2 percent at 50 for firefighters (scheduled to go to 3 percent at 55 on July 1); and 2 percent at 55 for all other full-time employees.

This allows a police officer to receive 90 percent of his or her highest earnings, not including overtime, after age 50 if they have at least 30 years of service. For example, a 30-year officer whose highest salary was \$100,000 would get a \$90,000-a-year pension at age 50.

Firefighters also could receive 90 percent of highest pay, but would have to work until age 55 and have at least 30 years of service. Other staff reaching at least 30 years of service at age 55 could retire with 60 percent of their highest year of earnings.

Though he ultimately supported the policy, City Councilman Mike Tracy, a former police chief who participated on the task force, cautioned of “a tipping point” where too steep of reductions to employee’s pay and compensation will prompt them to seek employment elsewhere and make recruitment more difficult, particularly among the police and fire departments.

Many city labor leaders were unaware of the late-night vote.

Police Cpl. John Snowling, Ventura Police Officers Association president, said in an interview Tuesday that officers compensation lags other departments and the guaranteed pensions are reasonable and widespread for such dangerous work.

Still, the association was “willing to discuss a two-tiered system and other options to try to help balance the budget,” he said.

The Service Employees International Union 721, which represents nearly 400 employees, said the city’s budget problems are not related to any retirement increases or enhancements for their rank-and-file members and creating a lower, second-tier retirement benefit would not save the city any significant funds for at least 15 years.

“It would be unconscionable for Ventura to continue balancing its budget on the backs of workers who have already contributed 6 percent of their salary last year,” SEIU 721 President Bob Schoonover said in a statement. “The once-in-a-lifetime stock market loss and revenue decline is something that all cities, counties and states are trying to address and continuing to reduce wages or lay off workers would harm Ventura’s own economic recovery.”



© 2010 Scripps Newspaper Group — Online

- Orange County Local News Network - <http://www.oclnn.com> -

Lifeguard contract helps deficit

Posted By [greg.magnus](#) On May 23, 2010 @ 1:00 am In [Local News](#) | [No Comments](#)

The Newport Beach Lifeguard Management Association and city representatives have agreed to contract revisions that would increase the guards' contributions to their pension plans, city officials said.

The City Council plans to vote on the new contract Tuesday night.

A 3.5 percent contribution toward retirement made through a pre-tax payroll deduction plan will affect permanent city lifeguard staff represented by the union and would be effective through Dec. 31, 2011, if adopted.

"We have a pretty strong relationship with the City Council. We believe and trust what they say to us" association President Brent Jacobsen said. "When they asked us to help, we knew that it was necessary."

In the past, the city carried the total cost sent to the California Public Employees' Retirement System, known as CalPERS, but is gradually moving toward a point where all city employees must cover the required member contribution, which is 9 percent for safety employees and 7 percent for non-safety employees, City Manager Dave Kiff said.

"When times were fat and happy, in order to recruit the best employees possible, we paid their share," Kiff said.

In September, Newport Beach reported an \$8 million deficit.

However, through various reductions in spending and adjustments to retirement plans, the city has reduced the deficit to \$1 million, he said.

The 3.5 percent diverted from lifeguard salaries, effective from Feb. 27, is expected to contribute \$90,000 of the average \$6 million the city pays annually to CalPERS.

City firefighters are already paying 3.5 percent member contributions and other non-safety employees are paying 3.2 percent, Kiff said.

"I really have to give [the association] credit, they really stepped forward to say that they can help," Kiff said. "And this is an important way to address the city's budget problem."

Also included in the new contract under the association's proposed memorandum of understanding is an increase in tuition reimbursement for education programs. Salaries and staffing are expected to remain unchanged.

"The [tuition reimbursement] could be very beneficial," Jacobsen said. "While many of us have our degrees, or advanced degrees, I always try to encourage all of our younger members to take advantage of it and get the education."

The meeting begins 7 p.m. Tuesday at City Hall, 3300 Newport Blvd.



**Targeted Traffic.
Bigger Profits.**

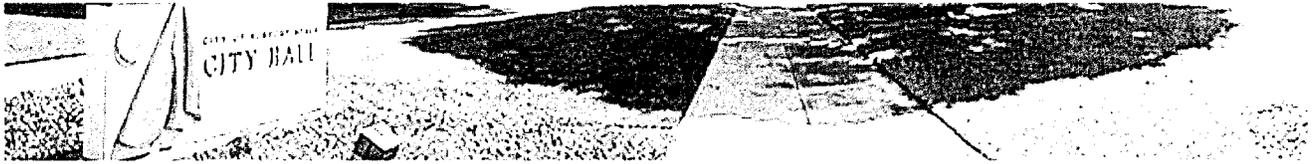
- ✓ Search Engine Optimization
- ✓ Website Design and Development
- ✓ Pay Per Click Management
- ✓ Social Media Marketing
- ...and much more

Best Rank
SEARCH ENGINE MARKETING

Article printed from Orange County Local News Network: <http://www.oclnn.com>

URL to article: <http://www.oclnn.com/orange-county/2010-05-23/local-news/latest-draft-of-newport-beach-lifeguard-contract-helps-deficit>

Copyright © 2010 Orange County News Network. All rights reserved.



CITY NEWS

City, Firefighters Association Agree to Address Pension Costs

Posted 4/8/2010 5:00 PM

Date:

At its April 13 meeting, the Newport Beach City Council will review a revised memorandum of understanding (MOU) between the City of Newport Beach and its fire and lifeguard personnel that directly addresses the looming CalPERS pension obligations facing many municipalities throughout California.

If approved, a key component of the agreement calls for current Newport Beach Firefighters Association (NBFA) members to contribute 3.5% toward their retirement costs. New hires would pay 9% toward retirement costs for their first five years of service with the City and 3.5% thereafter.

“Reducing the impact of pension costs is a top priority for our city and every city in California, explained Mayor Keith Curry. “We’ve made an important first step in our efforts to control these costs.”

The agreement is particularly noteworthy because the NBFA’s existing MOU was not scheduled to expire until the end of 2010. Recognizing the City’s current fiscal challenges, NBFA representatives willingly re-opened negotiations with the City early to help mutually identify ways to offset increasing retirement costs.

“We are very appreciative of our fire and lifeguard personnel for stepping up to the plate and helping us address pension costs which are becoming unsustainable statewide,” said Curry. “These members have shown that they recognize that, like in the private sector, it is imperative that the public sector re-think how we fund pensions. By having employees pay more for their own pensions, we hope to reach a sustainable system that both protects the taxpayers and keeps us competitive as an employer. My thanks go to the dedicated firefighters and lifeguard staff who agreed to these changes.”

The tentative agreement includes:

- A 12-month extension of the NBFA’s current MOU so it would expire on December 31, 2011;

- A previously negotiated 3.5% wage increase that was due to be implemented on December 19, 2009;
- A requirement for current and future NBFA members to contribute 3.5% toward retirement effective December 19, 2009;
- A requirement for new NBFA hires to pay an additional 5.5% of their retirement for the first five years of service.

The agreement is not effective until approved by the Newport Beach City Council. To view the complete staff report and supplemental memorandum of understanding, please [click here](#).

Council approves two-tier pension system for firefighters, cuts benefits

By Michael Burge, UNION-TRIBUNE STAFF WRITER

Wednesday, May 19, 2010 at 12:05 a.m.

CARLSBAD — The Carlsbad City Council imposed a two-tier pension system on its firefighters union and cut back benefits to current firefighters, becoming the first city in the county to establish different pension levels for firefighters.

Firefighters currently can retire at age 50 and receive 3 percent of their salary for every year of service. The council-imposed terms are 2 percent for every year of service for firefighters hired after Oct. 4.

The council voted 4-1 on Tuesday, with Keith Blackburn, a former police officer, dissenting, to adopt the new terms and put a charter amendment on the November ballot that would require a popular vote to approve any increase in pension benefits.

Christopher Platten, the firefighters' chief negotiator, offered two alternative proposals, but the council went into closed session and rejected both. Platten, who negotiates contracts for firefighters statewide, said he knows of no other city that has adopted a double tier.

The council also voted to require firefighters to pay their full share of their pension obligation. The city had been paying 8 percentage points of the firefighters' 9 percent share.

Steve Berliner, a Los Angeles lawyer who serves as the city's negotiator, said the changes will result in a \$750,000 savings annually after 10 years. He said the city paid about \$3 million in 2008-09 for pension benefits for firefighters union members.

Blackburn said he didn't object to a two-tier pension system, but he feared that by going out on its own, the city will become the training ground for other agencies.

He said prospective firefighters will accept offers from other agencies before coming to work in Carlsbad, and then will move elsewhere after gaining experience.

"We're going to develop the most mediocre safety officer this county has to offer," Blackburn said.

Mayor Bud Lewis spoke in favor of adopting the two-tier system, and said the city could attract new firefighters with a better salary offer.

He noted that the council approved the 3-percent-at-50 formula in December 2001, when times were

good, but he and Councilman Matt Hall voted against it.

“That was a mistake and we tried to make a correction and this is one of the corrections we’re making,” Lewis said.

The city manager declared an impasse in negotiations after five months of talks.

Find this article at:

<http://www.signonsandiego.com/news/2010/may/19/council-approves-two-tier-pension-system-for>

Check the box to include the list of links referenced in the article.

The Mercury News

MercuryNews.com

Menlo Park imposes terms on SEIU workers

By Jessica Bernstein-Wax
Daily News Staff Writer

Posted: 05/04/2010 11:07:45 PM PDT

Updated: 05/05/2010 12:25:53 AM PDT

The Menlo Park City Council voted unanimously Tuesday night to impose a contract on its largest employee union, marking only the second time in 35 years that the city has forced terms on workers.

Citing the need to rein in ongoing budget shortfalls over the long term, council members cast their votes in favor of imposing the city's "last, best and final offer" on about 150 Service Employees International Union Local 521, or SEIU Local 521, workers. The contract features a new two-tier pension formula that would only go into effect if two other unions accept it — or if the city also imposes it on those unions when their contracts expire. The earliest that could happen is October 2011.

"It's disappointing to me that we've gotten here," Council Member Heyward Robinson said before the vote. "I'm hoping that if the council votes to impose tonight, that we will get back to the bargaining table soon."

The terms imposed Tuesday night include no wage increases, increased employee contributions to Blue Shield health insurance and a potential 21-hour unpaid furlough each fiscal year.

Under the proposed contract, new hires would be

allowed to retire at age 60 with 2 percent of their final salary multiplied by the number of years they worked for Menlo Park.

Current non-police workers retire with 2.7 percent at age 55 and would remain unaffected. SEIU Local 521 workers in Menlo Park earn an average salary of \$65,325 per year, with wages

ranging from \$27,241 for a library page to \$109,203 for a transportation engineer, Glen Kramer, the city's personnel and information services director, said earlier this year.

About 70 SEIU workers and officials from all over the Peninsula and South Bay crowded council chambers wearing purple shirts and carrying yellow signs that bore slogans such as, "See the light. Do not impose tonight," and "We are working families."

They repeatedly raised the signs during the meeting, calling the two-tier pension formula "draconian" and unnecessary.

"We don't get Social Security," said Miriam Alcocer, a part-time worker at the Menlo Children's Center. "You know we don't have a 401(k) plan. Menlo Park, one of the wealthiest communities in the state, wants to send our workforce to retirement in poverty."

Some workers said even though the 2 percent at 60 formula would only apply to new employees, it would affect everyone's morale.

They also questioned why the contract requires SEIU workers to share 50 percent in retirement payment i ncreases when the city contribution rate exceeds 14.6 percent, while 34 managers mid-level managers represented by the American Federation of State, County and Municipal Employees only need to

Advertisement

PROTECT YOUR HOME

FREE Home Security System!

\$850 Value!

CALL NOW and receive a FREE wireless keypad and a **PANIC BUTTON!**

1-877-246-7519

Mon-Fri 9am - 10pm - Sat 9am-7pm - Sun 11am - 6pm EST



At no cost to you for parts and activation with only a \$99 installation fee and the purchase of alarm monitoring services. Terms & Conditions apply.

Print Powered By  Dynamics

The Mercury News

MercuryNews.com

make those contributions at 15.85 percent.

That union came to an agreement with Menlo Park last December.

"How do you justify making future workers pay more than middle management?" said Rene Morales, a union chapter chair and construction inspector for Menlo Park.

About 16 SEIU workers and supporters addressed the council. No one formally spoke in favor of the agenda item, but Henry Riggs and Roy Thiele-Sardiña, co-chairs of Citizens for Fair and Responsible Pension Reform, spoke at the beginning of the meeting during public comment.

The group submitted 3,124 signatures — including one from a cloistered nun — to City Clerk Margaret Roberts Monday to get an initiative on November ballots that would cap pensions for all new city employees except sworn police officers at 2 percent at age 60.

It also would bar the city council from giving current or future employees retroactive increases in pension benefits.

"We're trying to be fiscally responsible, and we applaud you all for the contract," Thiele-Sardiña said. The room broke out in applause and booing as Thiele-Sardiña returned to his seat, but Mayor Rich Cline urged the audience to refrain from outbursts. At one point, he also scolded an SEIU supporter for rattling one of the yellow signs noisily as the group spoke.

Council Member Andy Cohen described the imposition of terms as "less onerous and less of a burden" than the proposed ballot initiative, which

would prevent the council from increasing pension benefits without the voters' approval.

While Cohen said he supports imposing terms on SEIU, he noted that for two years he has asked upper-level managers to take pay cuts to no avail.

"We are not coming out of this recession — we are deep in it, and it could get deeper," Cohen said. "I have asked that top management take a substantial pay cut. I have been denied my dream, my wish for this city."

SEIU's contract with Menlo Park expired last October, and city and union officials met nine times for formal negotiation talks and five times for mediation sessions but were unable to come to an agreement. It isn't clear how long the imposed terms will be in effect, Kramer said at the meeting, noting that they could come up again before adoption of the annual budget in October on the anniversary of the contract's expiration or when either side presents a new proposal.

Chapter chair Morales said he planned to meet with members to discuss the "next steps" but wouldn't comment on whether a strike is planned.

"Unfortunately, sometimes good people make bad decisions," he said after the vote.

E-mail Jessica Bernstein-Wax at jbernstein@dailynewsgroup.com.

Advertisement

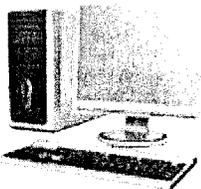
Own a new computer for just \$29.99* per week!

And improve your credit score at the same time!

Give us a call today!

1-877-294-3988

*Prices start at \$29.99 but may vary by model.



Print Powered By  Dynamics



San Bernardino County, cities seek pension concessions

Andrew Edwards, Staff Writer

Created: 05/24/2010 08:07:22 PM PDT

San Bernardino County's attempt to negotiate pension concessions from sheriff's deputies could signal a new trend: a rollback of the generous retirement packages public employees secured during the past decade.

The development is not universal - Rialto's pension benefits are scheduled to increase in December.

But officials working for the county and other local governments say they are attempting to forestall future budget pressures by negotiating with employees to adopt two-tiered retirement systems.

Current employees do not lose pension benefits under these kinds of deals, but future hires may have to contribute more money to their retirement plans or work longer before they can max out their pensions.

In the case of San Bernardino County, the official view from the government center is that current pension plans are unsustainable.

"The county is headed for collapse in terms of retirement funding," said county spokesman David Wert.

The county's pension obligations under current plans for safety and other employees could increase its general fund obligations by \$91 million within five years, Wert added.

Thus the county is asking the Safety Employee Benefits Association - a union that represents sheriff's deputies, district attorney's investigators, probation officers and other public safety employees - to give up a pay raise and reduce future hires' retirement benefits.

The retirement proposal would phase

at a retirement plan known as "3 at 50" for one called "3 at 55." Doing so would result in future SEBA members having to work five more years than their colleagues to earn maximum retirement benefits. The "3 at 50" formula allows employees to retire at the age of 50 and receive 3 percent of their highest annual pay multiplied by the number of years they worked.

SEBA president Bill Abernathie has said the proposed retirement change is part of a concessions package worth \$6 million and that the union's position on the issue is now up to a vote of its members.

The union issued a ballot to its members on Friday, Abernathie said. The votes are scheduled to be tallied on June 14.

Advertisement

Print Advertisement

Identity Theft Protection

ENROLL TODAY AND GET
30 DAY RISK-FREE* TRIAL

USE PROMO CODE:
ID

CALL NOW: 1-888-896-1878

#1 In Identity Theft Protection*

*As ranked by J.D. Power and Associates in their 2010 Identity Theft Protection Study. Offer available with the 30-day period. See our website for details. Without purchase by using 1-888-896-1878 or by visiting our website.

Print Powered By Dynamics



But the county is not only asking SEBA members to reduce future employees' retirement benefits. The concessions package also includes a permanent trade-in of a postponed pay raise for a one-time cash bonus.

A description of the proposal shows that an employee earning \$50 per hour would get a \$3,380 bonus in exchange for giving up a 3.25 percent wage increase. That amount, however, is much more than most deputies earn. Deputies' wages are in the neighborhood of \$25 to \$35 per hour.

The "3 at 50" formula is often given to California law enforcement officers and firefighters and allows covered employees with 30 years of service to retire at the age of 50 with a pension equal to 90 percent of their highest pay.

The formula's supporters have described "3 at 50" as a valuable recruitment tool and proper compensation to police and firefighters.

Whatever the decision of SEBA's members, "3 at 50" is only one benefit that may vanish for future public employees working for various agencies.

Redlands has also adopted a two-tiered system by changing new employees' contribution requirements. The Redlands council voted in March to require general and management employees to contribute a portion of their earnings to the California Public Employee Retirement System that had previously been paid

from the city treasury.

In nearby Orange County, supervisors reached a deal similar to what San Bernardino County officials want with SEBA - a February agreement to hire new deputies under a "3 at 55" program.

The "3 at 55" formula is too generous in the eyes of Orange County supervisor and fiscal hawk John Miracle, who said he voted against his county's new plan even though he opposes "3 at 50."

"Once an agency has it, everybody has to have it," he said.

Rialto is bucking the developing trend by moving to institute "3 at 50" in December.

Councilman Ed Scott said city officials want to keep the benefits in place for employees who have already been promised them, but allowed that city officials may seek to negotiate two-tiered retirements in 2012 when union contracts expire.

Rialto police have already agreed to concessions including unpaid holidays and a two-year delay in the implementation of "3 at 50," police union president Richard Royce said.

Rialto's rank-and-file may be willing to consider two-tiered retirements in their next round of contract negotiations, but Royce said he doesn't want Rialto's officers to fall behind other agencies' retirement packages.

Advertisement



SAVE up to 64%

Plus, get
3 FREE Gifts



Special Code: 45069ZWN

To Order: www.OmahaSteaks.com/print71 or call 1-877-586-4455

Print Powered By Dynamics

Dynamics



"What's going to be the norm? What's going to be the industry standard?," he asked.

Advertisement

**Eat Great,
Lose Weight!**



Call 1-888-378-3151
and get a **FREE** week of meals plus
a **BONUS \$25 gift!**

eDiets
fresh prepared
meal meal meals

© 2009 eDiets.com, Inc. All rights reserved. epicurious is a TM of Conde Nast Digital. Redbook is a TM of Hearst Communication, Inc.

Print Powered By  Dynamics



Montclair cuts retirement benefit for future city employees

Canan Tasci, Staff Writer

Created: 05/20/2010 09:49:15 PM PDT

MONTCLAIR - City Council members unanimously approved a two-tier pension program that will reduce the retirement benefit for non-safety employees hired after June 20.

The city's retirement rate and annual costs will decrease as a result of the contract amendment with the California Public Employees' Retirement System that was approved at Monday's council meeting. The change does not affect police officers and firefighters.

Current city employees and any hired before June 20 are covered under the 3 percent at 60 retirement plan. Those hired on or after that date will be covered under the 2 percent at 60 retirement plan.

That means they will be eligible for retirement at age 60, and would receive a retirement payment of 2 percent of their final salary times the number of years worked for the city.

"What this contract is saying is that for our employees who have been with us is that we value you and we're honoring our commitment to

them," Councilman Bill Ruh said.

"But fiscally, we're looking at new hires and something that is fiscally prudent. We're going to give you benefits at this rate, because we as the city need to do that."

The agreement with San Bernardino Public Employees Association and the city's management employees provides a two-tier retirement program.

Keeping up with pension payments was a problem in the past, so the city developed a tiered-pension system in 2005 for its public safety employees in order

to save costs down the road.

"I'm unaware of other cities that are doing this," Ruh said.

The tiered approach is unusual because not many cities have taken an aggressive posture to decrease their retirement system, said Ed Starr, Montclair's acting city manager.

"It's difficult to do because most bargaining groups are resistant to the change, because they feel it will weaken their ability to recruit qualified candidates," he said.

But Ruh said that's not the case.

"We have a lot of qualified applicants for public safety. I don't think this is diminishing us or them

Advertisement



Save \$26 a month
and lock in your price for ONE YEAR!
Switch today! 1-877-866-8600

Print Powered By  FontDynamics



in any way," he said.

A similar change to public safety employee plans was made a couple years ago. Public safety employees hired after January 2005 are covered under the 3 percent at 55 full-formula retirement plan. Those hired earlier are at 3 percent at 50.

Now that the stock market and city funding are down, these advance pension plans are becoming less sustainable, said councilman John Dutrey.

"As revenues are down and expense are up, every government agency is being challenged on how they conduct business and that includes benefits and salary to its employees," he said.

Representatives of city employee unions did not return calls for comment on Thursday.

canan.tasci@inlandnewspapers.com
 909-987-6397, ext. 425

Advertisement

Identity Theft Protection

ENROLL TODAY AND GET:

30 DAY RISK-FREE* TRIAL

USE PROMO CODE:

ID

CALL NOW: 1-877-670-1746

LifeLock

#1 In Identity Theft Protection*

*At the end of the 30-day free period your card will be billed automatically (\$10.00 monthly/\$110.00 annually) unless you cancel within the 30-day period. You can cancel anytime without penalty by calling 1-800-1LifeLock. Offer is for new LifeLock members only.

Print Powered By Dynamics

CONTRA COSTA TIMES

ContraCostaTimes.com

Proposed Walnut Creek budget: Layoffs, fee hikes, program cuts

By Elisabeth Nardi
Contra Costa Times

Posted: 04/30/2010 09:01:19 PM PDT

Updated: 05/01/2010 05:20:17 PM PDT

WALNUT CREEK — Whether you live, work, go to school, dine or shop in this city, you likely would feel the pain of the city's proposed budget cuts and fixes.

Adding parking meters, nixing funding for school crossing guards and cutting money for downtown's Free Ride buses are all on the table to help close a \$20 million gap in the city's proposed two-year, \$126 million budget.

The draft budget will be presented to the City Council at 7 p.m. Tuesday at City Hall, 1666 N. Main St.

This is not the final adoption; that won't come until June 15. But the draft budget calls for the elimination of 35 city staff positions, in various departments, either through layoff or retirement. That is on top of the 30 unfilled frozen positions the city already has designated.

Walnut Creek continues to be battered by the economy. Property tax and sales tax revenue show no signs of bouncing back to their pre-recession heyday. Sales tax is projected to fall another 11

percent during the current fiscal year to \$15.5 million, and then fall another 3 percent in 2010-11 to \$15 million.

Though budget cuts are in no way unique to Walnut Creek, they're uncomfortable for a city that used to enjoy record surpluses and subsidized many arts and recreation programs.

"All along we have known it was going to be difficult "... and then it gets here and it's worse than you thought," Mayor Sue Rainey said. "These are huge numbers, \$9 (million) and \$11

million — you can't cut that without doing some damage."

Walnut Creek schools will be affected, too. Proposed cuts include discontinuing the payments for crossing guards and cutting back \$25,000 a year, for the next three years, toward Walnut Creek and Mt. Diablo school districts' elementary crisis counselors. Walnut Creek district's playing fields may not look as good next year, because the city — which maintains the fields — plans to cut back park maintenance throughout the city.

"It's a bad deal for everyone," said City Manager Gary Pokorny.

In addition, all employee salaries will likely remain frozen for the next two years, and city administrators would see an increase in benefit contributions.

Pokorny expects a strong community reaction to the plan, especially given some favored programs on the cut list.

The Lindsay Wildlife Museum is set to lose \$25,000

Advertisement

Print Advertisement

Identity Theft Protection

ENROLL TODAY AND GET
30 DAY RISK-FREE* TRIAL

USE PROMO CODE
ID

CALL NOW: 1-888-996-1878



#1 in Identity Theft Protection*

*At the end of the 30 day free period your card will be billed automatically \$10.00 monthly \$110.00 annually unless you cancel within the 30 day period. You can cancel anytime without penalty by calling 1-888-996-1878. Offer is for new LifeLock members only.

Print Powered By  Dynamics

CONTRA COSTA TIMES

ContraCostaTimes.com

a year for the next three years — something Loren Behr, its executive director, called "extremely disappointing." It is shortsighted of city leaders, he said, contending investment in arts and culture creates economic activity.

"The museum is one of the smallest line items in the entire city budget, it's less than one-tenth of a percent," he said. "But for us that's almost as much as one full position. It definitely affects us and it's not easy to go out and replace."

All of this follows what has already been a trying 18 months for Walnut Creek leaders. Last year, to fill a nearly \$9 million deficit, the city laid off four employees, left more than 20 positions unfilled, froze salaries, enacted furloughs and cut other benefits.

It's likely that the cuts aren't over, Pokorny said. He and council members have begun talking about the possibility of going to the voters at some point and asking for a bond or parcel tax to help pay for certain city services.

"Walnut Creek had it so good for long, and you look at some of those programs (on the list) and you think, 'No, not that one,'" Rainey said. "But it's a lesson all government is learning right now: You have to go back to basics."

Contact Elisabeth Nardi at 925-952-2617.

Proposed changes

- Cutting \$110,000 in school crossing guard funding.
- Cutting \$5,000 in funding over two years for the Walnut Festival and its Twilight Parade.
- Decreasing the subsidy to Leshner Center for the Arts producers by \$50,000 over two

years.

- Decreasing funding to the Walnut Creek Concert Band by \$37,000 over two years .
- Canceling "Movies Under the Stars," the summer outdoor shows in Heather Farm Park.
- Cutting the city's \$250,000, two-year subsidy for the Free Ride downtown "trolley" buses,
- Cutting some funding for various senior events, and canceling senior summer "Therapeutic Recreation" program.
- After this summer, discontinuing longtime Arts, Adventures and Academics student summer program.
- Cancel school visiting artist program "ArtReach," to save more than \$100,000 over two years.
- Cutting 20-student Youth Council, Teen Job Faire and the summer intern program.
- Installing parking meters in the City Hall and Civic Park parking lots.
- Closing the Larkey Pool from October to March.
- Outsourcing custodial services, saving between \$100,000 and \$200,000.
- Increasing parking ticket fines by \$5.
- Increasing massage, tax and dance permits.

Advertisement

Eat Great, Lose Weight!



© 2009 eDiets.com, Inc. All rights reserved. epicurious is a TM of Conde Nast Digital. Redbook is a TM of Hearst Communication, Inc.

Call **1-888-378-3151**
and get a **FREE** week of meals plus
a **BONUS \$25 gift!**

eDiets
**fresh
prepared**
meal delivery



Print Powered By  Digital Dynamics

The Mercury News

MercuryNews.com

San Jose labor unions propose \$25 million in pay concessions to avoid layoffs

By John Woolfolk and Tracy Seipel
Mercury News

Posted: 05/17/2010 06:13:47 PM PDT

Updated: 05/18/2010 08:38:02 AM PDT

San Jose labor leaders Monday offered \$25 million in pay concessions and other proposals they said would solve the city's budget woes while averting layoffs, reduced library hours and community center closures.

But the proposal got a lukewarm reception from some top city officials, who said it offered only temporary fixes to budget problems that have plagued the city for nine straight years.

"We're proud to be a part of a budget that protects city services," said George Beattie, president of the San Jose Police Officers' Association, one of seven city unions that joined in the announcement Monday.

The pay concessions offered by police, firefighters and five other unions involve additional contributions toward their pensions for two years. City costs to cover employee retirement are a significant portion of the record \$118.5 million deficit in the upcoming budget.

Officers and firefighters would pay an additional 5

percent toward their retirements, while employees in the other unions would contribute 7.5 percent.

Also joining in the proposal were unions that represent architects and engineers, maintenance supervisors, mid-managers, electrical workers and building inspectors. Council members Madison Nguyen, Kansen Chu and Nancy Pyle attended the announcement, accepting an oversized mock check for \$25 million.

With employee costs far outstripping revenues, the City Council has requested 10-percent concessions from the unionized

work force — half of it permanent — to help tackle chronic deficits projected for years to come.

For the seven unions involved in Monday's proposal, such a cut would total about \$50 million in pay and benefits — double what the employees offered Monday.

Tom Manheim, a spokesman for the city manager's office, noted that the city will face deficits of \$41 million next year and \$18 million the year after that.

Once the workers' proposed concessions expire in two years, the city would have to cover the additional \$25 million in costs as well, Manheim said.

"It's just kicking the can down the road a couple years," he said. "The deficits don't go away when you don't address them with ongoing solutions."

Mayor Chuck Reed called the offer "a good start" but noted it's "nowhere near the 10-percent concessions" the city needs. He also said the city's labor negotiators must evaluate the proposals to see

Advertisement

Identity Theft Protection

ENROLL TODAY AND GET:

30 DAY RISK-FREE* TRIAL

USE PROMO CODE:

ID

CALL NOW: 1-877-670-1746



#1 In Identity Theft Protection*

*At the end of the 30 day free period your card will be billed automatically \$10.00 monthly, \$117.00 annually unless you cancel within the 30-day period. You can cancel anytime without penalty by calling 1-800-LifeLock. Offer is for new LifeLock members only.

Print Powered By Dynamics

The Mercury News

MercuryNews.com

if they come with unacceptable strings attached; for instance, firefighters have in recent negotiations suggested a new work schedule that Reed and other city officials say would leave firefighters overworked.

"I'm still hopeful we'll get some ongoing concessions," Reed said, "but it's good to get some proposals."

Earlier Monday, about 150 seniors protested at City Hall to decry plans to shutter community centers and the senior nutrition program.

"There is a limit to how much you can take from children and old people, and you've reached it," Jane Kizer told city officials.

The council will hold a public hearing tonight on the upcoming budget, which must be approved next month and will take effect in July. The hearing is at 7 p.m. at City Hall.

Without concessions from workers, hundreds of employees, including police officers and firefighters, could be laid off.

Though the offered concessions don't satisfy the council's official request to include permanent pay and benefit cuts, Chu said he didn't believe the request was realistic.

"It's a big threat to their livelihoods," Chu said.

Pyle said the proposal "demonstrates very clearly that our employees are willing to make vital sacrifices," while Nguyen added that the unions should be "commended for coming together."

The city already has imposed concessions on the

building inspectors, who hope the proposed concessions will serve as an alternative.

Labor leaders included a number of other proposals they said would close the deficit when combined with the employee concessions. Those included a bout \$3 million to \$5 million in transfers from the city's capital budget to the operating budgets, and about \$4 million in reduced spending on "low-priority items," such as a new academy to train fire recruits to fill vacancies.

Jody Meacham, spokesman for Working Partnerships USA, a labor affiliated nonprofit, called the union offer "a turnkey budget proposal that balances the budget without service cuts and is an alternative to the city's massive service cuts."

Manheim said even if there are no layoffs, the city would still need fire academies for new hires to replace retirees. And he noted that transfers from the capital budget to the operating budget would result in layoffs in those capital programs.

Councilman Sam Liccardo also was not impressed.

"We got into our current predicament with gimmicks and shell games," Liccardo said, "and that is not the responsible way out."

Contact John Woolfolk at 408-975-9346 or jwoolfolk@mercurynews.com.

Advertisement



Save \$26 a month
and lock in your price for ONE YEAR!
Switch today! 1-877-866-8603

Print Powered By  Dynamics

presstelegram.com

Official: Long Beach will have to lay off 100 without employee concessions

By Paul Eakins, Staff Writer

Posted: 05/18/2010 06:37:31 PM PDT

LONG BEACH - One hundred city employees will be laid off in the next fiscal year if Long Beach's employee associations don't agree to contract concessions, Director of Financial Management Lori Ann Farrell told the City Council Tuesday afternoon.

Farrell and her staff, in a special council meeting, laid out their budget-balancing strategies for the 2011 fiscal year, when the city is expecting an \$18.5 million general fund budget deficit. The next fiscal year begins Oct. 1.

The council unanimously approved moving forward with the strategies.

Farrell's strategy is a five-pronged approach that includes governmental reform, pension reform, new revenues, employee contributions and department reductions. However, the most important element seems

to be the employee contributions - workers will have to forgo their pay raises next year to eliminate \$11.3 million from the budget or else face layoffs.

City officials have contacted labor unions to begin negotiations, Farrell said. Whether union members will be willing to give up their raises after giving them up last year is anyone's guess, but unions leaders have said it may be difficult to convince their members to offer more.

Without contract concessions, Farrell told the council that 100 layoffs will be necessary, although she didn't specify from which departments. That would mean real people losing their jobs, not simply the elimination of vacant positions or reductions through

attrition, Farrell noted.

If negotiations go according to plan, city services would remain roughly at their current levels, Farrell said. Each department would receive the same proportional amount of money that it receives now, but each department would have to cut 2 percent of its budget to save \$7.2 million.

"We could maintain the overall balance of the departments within the general fund

Advertisement



SAVE up to **64%**
Plus, get
3 FREE Gifts



Special Code: 450692WN

To Order: www.OmahaSteaks.com/print71 or call 1-877-586-4455

Print Powered By Dynamics

presstelegram.com

regardless of size," Farrell said.

Of course, council members have often resisted making cuts to the Police and Fire departments.

If those public safety departments were left out of the cuts, all other departments would have to cut 6 percent from their budgets, Farrell said.

In an extreme case, in which the council doesn't cut any public safety funding and employee associations don't agree to any concessions, all other departments would have to cut 16 percent of their budgets, Farrell said.

That would mean, for example, a \$2.2 million cut to libraries, a \$4.2 million to Parks, Recreation and Marine, and a \$5.1 million cut to Public Works, she said.

On the other hand, Farrell said that the city will continue to aggressively pursue new revenue sources and will look at "bold ideas" - even revenue proposals that the council has rejected in the past - because every option must be considered.

paul.eakins@presstelegram.com, 562-499-1278

Advertisement



SAVE up to 64%

Plus, get

3 FREE Gifts



Special Code: 450692WN

To Order: www.OmahaSteaks.com/print71 or call 1-877-586-4455

Print Powered By Print Dynamics

Manhattan Beach News

City faces defeatable deficit, many long-term fiscal challenges

by Carley Dryden

(Updated: Wednesday, May 19, 2010 3:44 PM PDT)

While the city faces a relatively painless deficit for the next fiscal year, long-term fiscal challenges like ballooning pension and retiree medical costs and unpredictable state raids lay heavy on its back.

Finance Director Bruce Moe presented City Council Tuesday night with a short list of options that could be used to deal with the proposed \$2 million deficit in 2010-11, options that would prevent the city from tapping into reserves, initiating layoffs or decreasing the level of service to residents.

Moe recommended City Council allow a one-time reduction of \$800,000 from the Insurance Fund, which would still maintain a balance of \$1 million more than the required policy level. He also recommended a one-time \$600,000 reduction from the city's flourishing fleet fund, a \$265,000 one-time reduction from the information services fund, eliminating the \$100,000 council contingency fund and maintaining an already-budgeted \$400,000 for vacant positions that likely will not be filled.

Though the proposed solutions would solve the deficit somewhat easily, next year's budget raised some eyebrows. Salaries and benefits, making up 70 percent of the budget, will increase by \$880,000, including a 5-percent increase in pension payouts.

With CalPERS, the organization in charge of handling employees' pension benefits, struggling, the city's rates will rise from 27 percent to 36 percent in the next five years, increasing the city's contribution on behalf of its employees by \$300,000 next year. The city has also grown an accrued unfunded retiree medical liability of nearly \$1 million, with a required contribution of \$451,000 next year. On top of that is the imminent settlement of two worker's compensation claims, with the city eligible for up to \$750,000 per claim.

The five-year outlook is bleak. With property tax revenues (the city's largest source of revenue) declining, employee salaries and benefits rising, and continued state raids, the city will exhaust its reserves and be left with an \$11 million fund balance by 2014-15.

"When your largest revenue source isn't growing, obviously you're going to have some issues," Moe said.

Add to that unpredictable "borrowing" by the state; it took \$1.8 million in property tax revenue from the city last year. With the state eyeing a \$20 billion deficit, future raids can be expected.

While the city expects slight improvement in sales and hotel tax revenue next year, most of the revenue sources have stalled.

"We don't expect anything to come back gangbuster," Moe said.

Moe said council will be forced to mull over long-term solutions — increasing taxes, initiating furloughs or adjusting the city's three union contracts— or be forced to cut services.

The contracts for the city's unions — Teamsters, police and fire — expire next year, giving council

a chance to discuss increasing the employees' contributions to their pensions and medical benefits or enacting a two-tier pension plan that would bring new employees in on a plan with less benefits.

Council could also implement a utility user tax, which requires a vote by residents and would generate \$650,000 per 1 percent of tax. A hotel tax increase of 1 percent could generate \$300,000 annually and does not require a vote by residents.

City Council plans to pore over the budget line by line during a series of study sessions over the next week. Council may decide to initiate more program cuts throughout the process, to give the city some fiscal leeway in coming years.

Council will have a final review of the budget at its June 1 meeting and will adopt the budget after a public hearing at the June 15 meeting.

For more local Southern California news:

Select a newspaper...

Copyright © 2010 The Beach Reporter - Los Angeles Newspaper Group

sgvtribune.com

Employee layoffs pending in El Monte

Rebecca Kimitch, Staff Writer

Posted: 05/25/2010 05:30:46 PM PDT

EL MONTE - More than 30 city employees could be laid off, including police officers, in the coming months if their unions don't agree to postpone pay raises and continue unpaid furloughs, city manager Rene Bobadilla said Tuesday.

Bobadilla will ask the city council tonight during a closed session meeting to move forward with layoffs. If approved, the clock will start ticking on a 90-day advance notice required before any city employees can be laid off.

Meanwhile, negotiations between the city and employee unions will likely continue.

"We've been very clear to all these employees, in order for us to maintain our workforce, we needed these concessions," Bobadilla said. "We are not out of the woods yet."

But with more than a month remaining before the new budget year begins, Mayor Andre Quintero objected to Bobadilla using layoff threats during union negotiations.

"I'm concerned this might be a tactic to try to force concessions from the bargaining units... We

can't just demand things from them. We need to work collaboratively with them," Quintero said.

Union officials wouldn't comment, citing ongoing negotiations.

El Monte is already operating with a stripped down staff after more than 100 employees, including 17 police officers, were laid off last year to help close a \$12 million budget deficit - one-fifth of the city's total \$49 million general fund budget.

To further close that gap, the employees who

remained agreed last June to pay and benefit cuts. Those cuts included: foregoing pay increases they were due starting last July, accepting a \$200 lower contribution for medical benefits, and, in some cases contributing 5 percent toward their retirement accounts.

In 2008, non-police employees agreed to furloughs that would amount to a 10-percent pay cut.

Bobadilla asked employees to continue with furloughs and other concessions.

"Our employees have made a big sacrifice, but every employee in Southern California has," he said.

Revenue for the coming budget year is expected to be \$500,000 more than this budget year. But that is a far cry from the \$4.2 million needed to

Advertisement



SAVE up to **64%**

Plus, get

3 FREE Gifts



Special Code: 45069ZWN

To Order: www.OmahaSteaks.com/print71 or call 1-877-586-4455

Print Powered By Dynamics



end furloughs, restore all benefits and give employees their contractually agreed-upon raise.

"I'm asking the employees to help us out. Here is the status. We almost went bankrupt," Bobadilla said.

El Monte is obligated to fulfill its employee contracts, so if the bargaining units don't agree to concessions, the city has few alternatives besides layoffs, Bobadilla said.

Two employee unions - representing the city's general mid-managers and police mid-managers - have agreed to the deferrals. But the city's Service Employees International Union (SEIU) chapter and Police Officer's Association have not.

Unlike in the past, the city will deal with each bargaining unit separately.

"If they want full reinstatement of benefits, their entity is going to have to make that happen... Rene is letting them know it is going to cost them," Councilwoman Emily Ishigaki said.

Bobadilla said 25-30 SEIU-represented employees would have to be laid off. He did not know the number of police officers that would have to be cut, citing ongoing negotiations.

rebecca.kimitch@sgvn.com

626-962-8811, ext. 2105

Advertisement

Print Advertisement

Identity Theft Protection

ENROLL TODAY AND GET
30 DAY RISK-FREE* TRIAL

USE PROMO CODE:
ID

CALL NOW: 1-888-898-1878



LifeLock.

#1 In Identity Theft Protection*

Get 30 days of free ID Theft Protection with our 30-day risk-free trial. After 30 days, you'll pay \$19.99 monthly. You'll also get 24/7 identity theft protection with our 24/7 ID Theft Protection. *As ranked by J.D. Power & Associates.

Print Powered By  Print Dynamics

× The North County Times - Californian

OCEANSIDE: New budget proposal would ask city workers to ease KOCT cut

By RAY HUARD - rhuard@nctimes.com | Posted: Thursday, May 27, 2010 6:52 pm

Layoff notices have gone out to 11 Oceanside city workers who would lose their jobs to help balance the city's \$112.9 million general fund budget, including three employees who were added to the list to restore funding to community television station KOCT.

In a revised plan released Thursday by City Manager Peter Weiss, aides to the council and mayor would go from full-time to part-time jobs and 55 senior management-level workers would start paying more of their pension costs to help erase a budget shortfall estimated to top \$9 million for the 2010-11 fiscal year.

Under the proposal, fire and police chiefs would also begin to pay something toward their pensions.

In addition, Weiss' revised plan would consolidate the Fire Department from four to three divisions and leave unfilled a vacant battalion chief's position.

The cuts are part of a series of spending reductions that Weiss recommended last month, then reworked following an initial council review on April 28.

The new plan is set for City Council review at a workshop at 4 p.m. Wednesday in council chambers, 300 N. Coast Highway.

In October, the city eliminated 50 positions, laying off 26 workers to close what was then a \$10 million budget gap. At that time, Weiss warned that more cuts would probably be needed.

That prediction came true last month when Weiss unveiled a second round of proposed cuts that included a \$500,000 reduction in the city's annual subsidy to KOCT. Under that plan, the \$637,000 that Oceanside gave KOCT in this fiscal year would shrink to \$137,000 for the fiscal year that starts July 1.

Founded in 1984, KOCT is a nonprofit organization that provides public interest programming for Oceanside and surrounding communities. It is supported primarily by donations and city funding.

KOCT Executive Director Tom Reeser said a \$500,000 cut would force the station to eliminate nearly all of its programming. He asked that the city hold the spending cut to \$110,000 and suggested making up the \$390,000 difference with an additional 2 percent cut among all city departments except public safety.

This week Reeser posted a memo on KOCT's internet Web site asking viewers to rally in the station's support at Wednesday's workshop.

Councilman Jerry Kern said his inclination is to stick with Weiss' original proposal on KOCT funding.

"I'm not in favor of laying off any city employees to save KOCT," Kern said. "Our job is to supply services to people. If we're taking people who are actually providing services and laying them off to save KOCT, I don't think that's a benefit to the public at large."

Councilman Jack Feller said he had his proposals for balancing the budget that might save city jobs but "I'm not going to talk about those yet."

"We're going to do what we have to do to make this thing work. We've got to balance the budget," Feller said.

Mayor Jim Wood and Councilwoman Esther Sanchez didn't return phone messages Thursday.

Weiss said the three jobs that would be eliminated to save KOCT were a recreation senior management analyst, an assistant at the San Luis Rey Community Resource Center and an economic development coordinator.

City recreation centers would remain open but rely more heavily on volunteers, Weiss said.

The change in senior managers' pension contributions would save the city about \$156,000 per year, according to Weiss. Those managers now pay 4 percent of their salaries toward pension costs, Human Resources Director Brian Kammerer said.

The city pays an additional 4 percent ---- half of the 8 percent that is dubbed the "employee share" ---- as well as a 16 percent contribution covered by the city.

Other city workers pay from 3 to 4 percent of their salaries toward their 8 percent share, Kammerer said.

For most city workers, the total cost of pensions is 24 percent of their salaries with the city picking up whatever the workers don't cover, Financial Services Director Teri Ferro said.

For public safety workers, the total costs of pensions is 32 percent of their salaries and the city picks up the entire cost, Ferro said. The "employee share" is set at 9 percent of their salaries but the city does not require public safety workers to pay anything.

Weiss' proposal would require the fire and police chiefs to start paying 4.5 percent of their salaries toward pension costs, Kammerer said.

In addition to restoring funding to KOCT, Weiss' revised budget plan makes up for \$200,000 he had counted on in new fire inspection fees to balance the budget. The council voted down the new fees last month.

Weiss said the goal in making the latest round of spending cuts and the previous cuts was to balance the budget without outright eliminating any services.

"Yes, library hours have been reduced. Yes, we've gotten some complaints but the libraries are still open," Weiss said. "I think people out there recognize there's a problem and there's going to be some impact on services."

Cuts in the Fire Department could affect the department's ability to respond to "large scale" incidents, Weiss said, but he said they should have no effect on day-to-day operations.

"What you're seeing here is management positions being eliminated to avoid affecting the front line fire positions," Weiss said. "I don't think the person who calls 911 looking for medical transport or whatever is going to see an impact from this."

Call staff writer Ray Huard at 760-901-4062.

Public Comments

COMMENT #1

*From: Maly, Brian [mailto:brian.maly@hp.com]
Sent: Thursday, June 03, 2010 1:26 PM
To: City Clerk
Subject: Torrance Theater Company*

Dear Mayor Soto, and the city Council,

I have been involved in local professional and educational theater for over 20 years. I believe that the Torrance Theater Company provides a terrific opportunity for the community and its citizens to both participate in and enjoy quality theater.

The theater produced by the Torrance Theater Company, in my opinion, is on a par with some of the professional production companies (CLOSBC) within the area.

I would encourage you and the council to continue to support the Torrance Theater Company in the upcoming budget.

*Thank you,
Brian*

COMMENT #2

From: Carol E.Walker [mailto:mediafairy@yahoo.com]
Sent: Thursday, June 03, 2010 1:34 PM
To: City Clerk
Subject: Torrance Theater Company

To Whom It May Concern,

It has been my honor to have been able to perform and attend productions with the Torrance Theater Company. There are not many groups that use local talent as well as professionals in their productions. It would be a unfortunate loss to the City of Torrance and the whole South Bay if productions would cease. So many people have enjoyed many musicals, dramas, comedies and other bits of fun the group has put on.

Please don't allow the Arts to die in Torrance!!

I thank you and Gia does too.

COMMENT #3

From: Heidi Stager [mailto:heidi@sunsetsinc.com]
Sent: Thursday, June 03, 2010 1:50 PM
To: City Clerk
Subject: Torrance Theater Company

Hello,

We wanted to say how much our family has enjoyed our experiences with the Torrance Theater Company! We have a son that will be a part of the "Pirates" show this summer, and he is looking forward very much to being a part of their quality shows. We have another son that has acted in their Christmas productions the past few years, and it was a great experience for him, and brought him a lot of fun and joy. A few years back, our family had a big forever highlight when three of our daughters were in "The Sound of Music" together along with mom on stage with fellow actors. One of our daughters got to present Angela Cartwright, the original Brigitta, with a bouquet of flowers. The newspaper then did an article on our family since we also have seven children, and dozens of people in the South Bay saw the article, contacted us about it, and then attended the performance. Our family of nine was asked to perform the pre-show in the courtyard before opening show. We will remember that always and are grateful for the opportunities presented by such a well done community theater. We hope and pray that with all the budget cuts, this wonderful entity will be strongly supported by the city, and would appreciate conveying our support to the decision makers! Gratefully, Heidi Stager for nine lives

COMMENT #4

*From: Julia Morgan - Bright and Beyond [mailto:paltoys@mac.com]
Sent: Thursday, June 03, 2010 3:09 PM
To: City Clerk
Subject: Torrance Theatre Company*

Dear Mayor Scotto,

It has come to my attention that budgets for certain programs are under review, and I wanted to put my support firmly behind the Torrance Theatre Company. Having this resource is of benefit to so many, and helps elevate our city's profile as a balanced community and a "city with a hometown feel."

Thank you, in advance, for your continued support of the arts.

*Best,
Julia Morgan
South Bay resident*

COMMENT #5

From: lyrics101@aol.com [mailto:lyrics101@aol.com]
Sent: Thursday, June 03, 2010 3:41 PM
To: City Clerk
Subject: Letter to Mayor Scotto and City Council

Dear Torrance City Clerk,

Please forward this letter to Mayor Scotto and the City Council members prior to the June 7, 2010 Workshop/Public Hearing on proposed budget revisions. Thank you.

June 3, 2010

Dear Mayor Scotto and City Council Members,

Although I am now a resident of Rancho Cucamonga, I fondly remember my formative years spent in Torrance. My education from kindergarten through high school in the Torrance Unified School District included wonderful training in band, chorus and theatre arts, laying the foundation for some of the most exciting adventures of my life.

In the summer of 1967 I performed in my first extracurricular theatre production when I was cast in "Brigadoon", directed for the Torrance Parks and Recreation Department by former T.U.S.D. teachers Chuck Slater and Donnely Fenn. A year later I left on my first professional national tour. After returning to Torrance, I appeared in several more Parks & Rec. productions.

My resume currently includes performing credits as a studio musician and singer, a published lyricist and member of the American Society of Composers, Authors and Publishers (ASCAP), as well as an actor and member of the American Federation of Television and Radio Artists (AFTRA).

The training that fueled my imagination and gave my artistic life energy sprang from the direction and guidance afforded by both the Torrance school system and the city programs. Without the presence of these two important educational arenas, my life may have been very different. I continue to support the efforts of the Torrance Theatre Company (TTC) by attending several performances each year.

Concerned that budget constraints may reduce the city's support for TTC, I encourage you and the City Council to look deeper into the inherent value of this exceptional service and its outstanding contribution to meeting the goals of the City Strategic Plan as outlined in the Cultural Services mission statement.

Please continue your support for TTC and other arts programs which enhance the cultural life of Torrance today and the strength of your community in the future.

Sincerely,

Bob Stilwell
11337 Verona Drive
Rancho Cucamonga, CA 91701
(909) 941-1421
Lyrics101@aol.com
www.robertstilwell.com

COMMENT #6

From: Amie Kinser [mailto:quidam9@gmail.com]
Sent: Thursday, June 03, 2010 2:47 PM
To: City Clerk
Subject: Please keep Torrance Theatre Company!

Dear Mayor Scotto and the City Council,

Please do everything you can to keep the Torrance Theatre Company running. I have lived in Torrance for 30+ years and my great joy has been going to productions with my family. My parents took me as a child and I hope to be able to take my children to productions put on by the Company. Also, a few years ago, I loved the production of "Anything Goes" so much, it inspired me to audition for my very first show as an adult. I have been a member of the Torrance Theatre Company now for 6 years and it really is one of the greatest joys of my life. I am not a professional actor, but I love being on stage. I want to show my children how much fun and how important the arts are in my life and in theirs. So many art programs are being cut in the schools and other communities, but think of this... if all the art programs are cut, we will be a boring and stressed out society. We need to be creative, and if we can't be creative, we need to be able to share in others creativity.

Please keep the Torrance Theatre Company alive.

Thank you,

Amie Kinser

COMMENT #7

-----Original Message-----

*From: Gina Stickley [mailto:ginastickley@mac.com]
 Sent: Thursday, June 03, 2010 5:37 PM
 To: City Clerk
 Subject: Torrance Theatre Company*

Dear Mayor Scotto

I am writing in support of the Torrance Theatre Company in hopes that they might receive the budget they are seeking.

I have worked professionally in the Theatre for over 30 years all over the country. Having been cast in all sorts of community theatre as well, I can assure you that TTC is an impressive group and has professional standards.

The commitment of the volunteers is impressive but given I know what it takes to produce a show, is not enough. You need money. Bottom line.

Again, we hope this note inspires the city we have chosen to raise our family in to continue to support The Torrance Theatre Company.

Gina Stickley

COMMENT #8

From: Allynpeanut@aol.com [mailto:Allynpeanut@aol.com]

Sent: Thursday, June 03, 2010 6:20 PM

To: City Clerk

Subject: Torrance Theatre Company

Dear City Clerk,

I just wanted you to know how important the Torrance Theatre Company is to me and my extended family. Ever since we discovered the production of "The Spitfire Grill" a few years back, we have been regular attendees and have thoroughly enjoyed all of their productions. This theatre company is a jewel in the crown of the City of Torrance and I implore you to continue to fund it in the coming years. The productions are always professional level, yet the production staff is so friendly and welcoming. We also enjoy productions at the Norris Theatre and Redondo Beach Civic Light Opera, but TTC is just as professional, but much more intimate. As the arts are continually cut from the schools, I feel it is even more important for the community to fund these performing arts endeavors that richen all of our lives.

Thank you for your consideration,
Denise Van Deuren