

**YOUR CITY  
YOUR MONEY**



Simi Valley Budget

# FAQ: CITY SALARIES AND BENEFITS

## **IF SALARIES AND BENEFITS MAKE UP MOST OF THE BUDGET, WHY CAN'T THE CITY JUST CUT THE NUMBER OF STAFF?**

It has. In 2008 the City had over 660 employees. As of August 2017, there are 565 authorized positions and only 501 are filled (64 are held vacant for cost savings), a reduction of 159 employees in the past 10 years. Salary reductions by way of furloughs for some bargaining units occurred in 2010 and employee layoffs occurred in 2011.

It is also important to remember that City staff provide services to residents; less staff may mean an impact on services.

## **WHY DON'T THE EMPLOYEES PAY MORE FOR THEIR OWN PENSIONS?**

City employees have increased what they pay to their pensions. In 2012-13, employees did not contribute to their pensions. In 2016-17, employees paid from 4-12% of their salary toward their pensions, depending upon which bargaining group they are in. This has been added in gradually over the past several years.

## **IF THE CITY IS HAVING FINANCIAL ISSUES, WHY HAVE EMPLOYEES RECEIVED RAISES?**

For two years, 2011-2013, City employees did not receive any raises (including cost of living). In 2009-2010, one union's salaries were reduced through furloughs and two other unions took a 2% compensation reduction (decrease).

Beginning in FY 2013-14, as the economy improved, raises were provided; however, these raises were offset in part by an increase in employee contributions to their pensions. Over four years from FY 2013-14 to 2016-17, employees received 7-8% in total net raises (raises less the increased pension contribution), an average of 1.75-2.00% per year.