

Memorandum

To: Members of the Board of Finance and Board of Reps Fiscal Comm.
From: Peter Privitera, OPM Director,
Date: March 25, 2009
Re: Value of Wage and Step Increases

As per the request from both the Board of Finance and the Board of Representatives Fiscal Committee, the attached report identifies the value of contractual wage and step increases for municipal unions that have settled and Pay Plan employees as submitted in the Mayor's budget for Fiscal Year 2009-2010. Not included are projected wage increases for the following unsettled labor contracts: Police, Fire and Municipal Lawyers. Also not included are step and wage increases for all Board of Education employees. That information has been requested and will be forwarded to you when available.

As you will see in the attachment, the value of wage increases (including social security) is \$1,298,356 and the value of step increases is \$462,643. (The adjustment column takes into consideration all changes including vacancies, re-hires, adjustments to longevity, annualized step increases, etc. and has no impact on the increases.)

I have also included a spreadsheet that identifies the wage and step increases for Pay Plan personnel. Please be advised that when you look at the increase for pay plan individuals in the Budget Book it is overstated because of the timing of the Pay Plan approval. For example, if you go to page 37 in the Budget Book, you will notice the Director of Administration's salary went from \$112,549 as adopted in 08-09 to \$130,744 as proposed in 09-10. The increase is stated as \$18,196 or 16.17%. What you do not see is that the Pay Plan was not approved at the time the budget was submitted, it was approved after the budget was adopted. The funding was in the Employee Benefits Center under the Office of Legal Affairs. Once the Pay Plan was approved, all Pay Plan employees received a pay increase. The Director of Administration received a salary increase of \$7,154 this year so she is currently being paid \$119,705 (not the \$112,549 shown as adopted). Her salary will increase to \$130,744 due to a step increase and a COLA for 09-10 as noted in the attached Pay Plan spreadsheet.

Please contact me at 977-4317 if you have any questions.



Full Time Salary by Dept
City of Stamford

Activity	Dept	FY 08/09 Adopted Budget	FY09/10 Mayor's Request		Misc Adjustments	FY09/10 Mayor's Request
			Request Contractual Wage Increase	Contractual Step Increase		
1010	Director of Administration	165,617	5,193	7,481	8,496	186,787
1011	Office of Policy & Management	710,893	22,440	9,562	32,048	774,943
1012	Grants	271,815	8,280	4,111	1,838	286,044
1020	Assessor	424,152	12,699	140	1,574	438,566
1022	Revenue Services	274,848	9,370	4,065	(19,557)	268,725
1023	Taxation Services	393,550	10,427	728	(44,103)	360,603
1024	Tax Administration	212,132	6,623	0	(6,390)	212,365
1026	Property Revaluation	272,301	8,190	848	740	282,079
1032	Controller's Office	978,370	33,939	6,303	(326)	1,018,285
1060	Technology Management Services	777,858	64,939	4,413	(885)	846,325
2100	Public Service Administration	231,811	6,962	0	917	239,690
2111	Traffic & Road Maintenance	2,226,130	64,546	10,017	(126,065)	2,174,628
2112	Road Maintenance	460,677	-	-	(460,677)	-
2121	Vehicle Maintenance	831,417	23,804	6,795	(41,609)	820,407
2135	Building Maintenance	2,236,308	63,885	3,144	(74,490)	2,228,847
2136	Terry Conners Ice Rink	295,669	8,785	0	0	304,454
2137	Building Inspection	863,795	25,754	4,249	(2,386)	891,412
2141	Transfer Station	922,707	32,117	901	155,611	1,111,336
2142	Recycling	718,031	21,377	120	(1,389)	738,139
2143	Collections	1,684,396	52,097	4,842	59,569	1,800,904
2200	Engineering	1,381,572	41,092	6,862	(16,048)	1,413,478
2210	Traffic Engineering	445,561	13,281	4,551	(6,216)	457,177
2300	Land Use Administration	127,499	3,805	0	(0)	131,304
2310	Planning	447,475	13,710	11,053	(222)	472,016
2320	Zoning	242,596	7,303	1,400	533	251,832
2330	Zoning Bd. of Appeals	74,451	2,217	0	(0)	76,668
2340	Environmental Protection	264,666	7,958	312	1,491	274,427
2350	Technology (GIS)	56,350	1,738	1,272	314	59,674
2510	Cashiering	38,098	-	-	1,589	39,687
2520	Citizen's Service Bureau	103,037	3,064	0	(0)	106,101
2530	Leisure Services Admin.	452,231	13,534	795	702	467,262
2600	Operations Administration	338,316	10,432	0	7,645	356,393
3101	Pub Safety, Hlth & Welf Admin	162,551	5,193	7,481	11,912	187,137
3300	Police, Department Wide*	22,017,193	45,737	82,176	(132,806)	22,012,300
3350	Emergency Communications Dept.	2,084,071	60,834	7,542	(52,482)	2,099,965
3366	Dog Warden	238,270	6,089	3,717	(38,312)	209,764
3510	Stamford Fire Dept	20,101,230	16,794	132,943	185,449	20,436,415
3710	SNF Administration	237,874	7,069	0	0	244,943
3720	SNF Social Services	74,251	2,217	0	(0)	76,468
3730	SNF Recreation	118,691	3,561	0	0	122,252
3740	SNF Housekeeping	235,314	7,945	1,385	29,497	274,141
3750	SNF Maintenance	283,853	8,518	293	1,381	294,045
3760	SNF Laundry	101,721	3,038	0	350	105,109
3770	SNF Food Services	555,273	16,510	0	100	571,883
3780	SNF Nursing	3,529,306	97,883	8,100	(153,346)	3,481,944
3810	Health Department Director	317,391	4,869	18,933	23,614	364,807
3811	Health Laboratory	174,765	5,332	0	4,159	184,256
3820	Health Public School Nurses	1,420,831	40,630	3,780	(53,376)	1,411,865
3821	Health Private School Nurses	573,513	18,500	0	51,300	643,313
3822	Health Community Nurses	431,079	12,832	0	102	444,013

Full Time Salary by Dept
City of Stamford

3830	Health Inspection Services	1,008,089	30,016	3,584	2,975	1,044,665
3910	Social Services Administration	253,018	7,561	0	(1)	260,578
4010	Law Department	1,105,001	14,925	23,571	28,748	1,172,245
4020	Human Resources Department	930,784	25,487	6,872	(74,273)	888,870
5010	Mayor's Office	247,059	3,430	18,878	(5,949)	263,418
5012	Economic Development	169,699	5,138	0	9,993	184,830
5020	Board of Representatives	124,346	3,703	0	1	128,050
5030	Board of Finance	73,901	2,217	0	(0)	76,118
5050	Town and City Clerk	593,262	15,263	13,898	1,419	623,842
5070	Registrar of Voters	123,209	3,680	0	451	127,340
	Total General Fund	76,209,874	1,074,532	427,119	(686,391)	77,025,134
2138	Marina Fund	135,348	2,901	604	3,738	142,591
2139	Parking Fund	941,095	29,120	2,662	9,023	981,900
2400	WPCA Administration	523,364	18,174	0	84,546	626,084
2411	Process Control - WPCA	623,015	20,487	0	63,532	707,034
2412	Laboratory - WPCA	379,116	11,401	457	1,802	392,776
2413	Sludge Processing & Disposal	279,557	8,011	0	(10,757)	276,812
2414	Stormwater Mgmt	67,184	1,960	0	(1,839)	67,305
2422	Equipment Maintenance WPCA	253,161	7,557	0	(0)	260,718
2423	Pump Station Maintenance WPCA	239,910	7,040	1,006	(5,135)	242,821
2424	Sanitary Sewer Maint. WPCA	116,169	3,475	0	0	119,644
2430	Billing Services WPCA	199,381	4,785	3,344	26,515	234,025
2610	EG Brennan Golf Course	334,426	9,692	0	2,188	346,306
8381	Risk Management Fund	225,335	6,954	7,313	(213)	239,389
	Total Special Revenue Fund	4,317,061	131,558	15,387	173,399	4,637,405
	Total	80,526,935	1,206,090	442,505	(512,991)	81,662,539
	Add: FICA		92,266	20,138		
	Grand Total	80,526,935	1,298,356	462,643	(512,991)	81,662,539

Notes:

Misc Adjustments totaling \$-512,991 includes: changes in employment status, adjustments to longevity and stipends, annualized step increases, and changes to vacancy assumptions.

Pay Plan Employees
City of Stamford

Dept	Pay Plan Employees	FY08/09 Adopted Budget	FY08/09 Wage & Step Increases	FY08/09 Projected Salary	FY09/10 Mayor's Request Contractual Wage Increase	FY09/10 Mayor's Request Contractual Step Increase	FY09/10 Mayor's Request
1010	Dennies, Sandra L	112,549	7,154	119,703	3,561	7,481	130,744
2600	Barnes, Benjamin B	126,660	8,005	134,665	3,771	0	138,436
3101	Callion, William S	107,791	11,912	119,703	3,561	7,481	130,744
3300	Nivakoff, Robert	113,116	4,728	117,843	3,204	0	121,048
3300	Brethauer, Susan C	114,360	3,483	117,843	3,204	0	121,048
3300	Larrabee, Brent B	115,076	13,971	129,047	3,574	(0)	132,621
3510	McCabe, John F	115,342	2,602	117,944	3,204	(0)	121,148
3510	McGrath, Robert J	128,744	2,718	131,462	3,574	(0)	135,036
3510	Brown, Peter M	117,611	497	118,109	3,204	(0)	121,313
3810	Lee, Johnnie A	157,132	23,700	180,832	-	16,003	196,836
4010	Cassone, Thomas M	109,594	25,071	134,665	3,771	0	138,436
4010	Richards, Sybil V	105,409	22,238	127,647	3,574	0	131,221
4020	Murphy, Dennis C/VACANT	102,479	5,606	108,085	1,570	(52,006)	57,650
4020	Murray, Robert J	99,099	(41,451)	57,648	3,204	56,796	117,648
5010	Malloy, Dannel P	125,663	-	125,663	-	14,721	140,384
5010	Aveni, Beverly A/Reich, Ariel	72,463	(5,950)	66,513	1,979	4,157	72,649
5012	Freimuth, Michael W	111,053	9,992	121,045	3,389	0	124,434
5050	Loglisci, Donna M	87,416	-	87,416	-	10,242	97,658
	Total	2,021,556	94,275	2,115,831	48,346	64,876	2,229,052