

**BOARD OF REPRESENTATIVES
EXECUTIVE SUMMARY**

PAY PLAN AMENDMENTS

I. Overview

The Pay Plan is the Ordinance which defines the salary structure for the approximately fifty (50) City of Stamford employees who are not covered by a union contract.

The Pay Plan is amended by approval of the Personnel Commission, Board of Finance and Board of Representatives.

The Pay Plan was last amended by the Board of Representatives on August 2, 2004. The Ordinance requires that the Personnel Commission review the Pay Plan every two (2) years. This review process began in 2006.

The Personnel Commission approved the final amendments on April 24, 2008.

The Board of Finance approved the amendments on June 9, 2008.

II. Changes Made

The Pay Plan Ordinance sets out the Plans objectives and requires amendments to be made if those objectives are not met. The first two objectives are:

- A. Internal Equity and
- B. Competitive with the municipal market, except where dictated by special circumstances.

As a result of the fact that there were numerous instances where the City's senior management supervised employees whose salary was greater than theirs, the Personnel Commission found on November 2, 2006, that the Pay Plan failed to maintain internal equity. As a result of a market study, the Commission also found that the Pay Plan failed to maintain its competitive standing with the municipal market. (Attached find study by Connecticut Conference of Municipalities for 2007.)

III. Steps

Pay Plan senior executives supervise employees in the M.A.A. The M.A.A. union contract salary grades (attached) contain step increases. The step increases are the primary reason internal equity has not been maintained. Step increases in the Pay Plan are the most significant change.

The difference between these and union step increases is that Pay Plan step increases are based on performance. Union step increases are automatic.