

2008 Common Council Office Salaries

The following information obtained 09-02-08 from Pat Spobski, Central Payroll, 266-4007

	<u>Lisa Veldman</u>	<u>Debbie Fields</u>
Annual Salary	52,114.00	43,169.00
Benefit Package	19,699.00	16,317.00
Hourly Rate	25.86	21.42
Step Increase	11-2008 12%	None in 2008 6% 09-01
Vacation Time	25	15
	71,813.00 TOTAL	59,486.00 TOTAL

If Secretary I position cut to 70% the financial impact on Debbie Fields would be:

1. Contribution of \$130.00 @ month for health insurance - now she pays \$0 because the position is 100%
2. Reduced retirement account benefits
3. Reduction of vacation days to 10.5 from 15
4. On 2008 salary an income reduction of 12,950.90 computed on an annual 2008 salary of 43,169.00 This does not include the corresponding benefits reduction or the payment for health insurance.

A reduction of 30% in hours worked = 12 hours @ week. Sp
Computed at $21.42 \times 12 = 257.04$ lost wages each week or
1028.16 Monthly at 70% this person would be in office only
3.5 days a week

Submitted by
Rosemary Lee
09-02-08

An equitable solution/compromise if Council votes to reduce office staff level would be to reduce each position to 85%:

1. Each position would be in office 4.25 days a week
2. No employee would suffer a catastrophic financial downturn.
3. The two positions would be able to adequately respond to the Alders' needs. Each day there would be experienced staff in office if the 6 hours off was staggered.

I have worked in 2 offices where staffing reduction was mandated. Both were non-governmental employers. The employers and employees reached a consensus that the fair system was for each employee to take her/his pro rata share of reduced hours — no one suffered severe financial consequences.

1. Office A — 12 affected employees — 100 hours weekly reduction — each employee reduced her/his hours by 8.25 — the work still got completed and everyone felt good about the contribution she/he was making.

Please be fair to Debbie Fields and do not reduce her position to 70%. To best of my knowledge she is an 8 or 9 employee of Common Council office.