

**REPORT TO
SUFFOLK COUNTY EXECUTIVE
PETER F. COHALAN
AND THE
SUFFOLK COUNTY LEGISLATURE**

**PROPOSED SALARY PROGRAM
FOR
EXEMPT MANAGEMENT EMPLOYEES**

**SUBMITTED BY THE
MANAGEMENT SALARY COMMITTEE**

DECEMBER 1983

REPORT

to

PETER F. COHALAN
SUFFOLK COUNTY EXECUTIVE

and

MEMBERS
SUFFOLK COUNTY LEGISLATURE

from

MANAGEMENT SALARY COMMITTEE

Lee E. Koppelman, Chairman
William D. Brotherton, Jr.
Donald Gruen
James Poitras
Alan Schneider

December 1983

COUNTY OF SUFFOLK



PETER F. COHALAN
SUFFOLK COUNTY EXECUTIVE

DEPARTMENT OF PLANNING

LEE E. KOPPELMAN
DIRECTOR OF PLANNING

December 19, 1983

Honorable Peter F. Cohalan
Suffolk County Executive
H. Lee Dennison Building
Veterans Memorial Highway
Hauppauge, New York 11788

Members
Suffolk County Legislature
Legislative Building
Veterans Memorial Highway
Hauppauge, New York 11788

Re: Management Salary Committee

Dear Mr. Cohalan and Members of the Legislature:

On behalf of the Committee, I am pleased to submit this report of the Committee's findings. We have tried to achieve several objectives in order to faithfully comply with the Legislative and Executive assignments. They include: 1) the development of an equitable payroll plan for exempt and management personnel not covered by other existing special resolutions; 2) the development of a benefit package program commensurate with good administrative practice; and 3) the attempt to minimize County expenses by the institution of new initiatives in the handling of unexpended vacation time.

We appreciate your trust and faith in giving us the opportunity to develop this material.

Sincerely,

Lee E. Koppelman
Director

LEK:ej

PREFACE

The major charge to the members of the Management Salary Plan Task Force was to construct a rational salary schedule for those employees who are exempt from contractual provisions of contracts between the County and its recognized employee bargaining units.

In previous years, those employees had been automatically provided the salary plan agreed upon for employees covered by the C.S.E.A. contract.

Local Law No. 4-1982 stated the language to effect that measure. With the adoption of Local Law No. 4-1983, effective January 1, 1984, employees exempt from bargaining units, will no longer receive the same negotiated wages as employees in the C.S.E.A. bargaining units.

Therefore, it became incumbent upon the Executive branch to construct a rational salary plan for the approximately 200 appointed and elected officials and employees who are primarily in upper management positions.

The County Executive in response to the legislative policy statement appointed the Management Salary Plan Task Force.

The task force recognized that included within the affected group there existed several divergent components. The categories of employees identified and agreed upon by the task force were:

1. Employees and appointed and elected officials to be covered by a new management salary schedule and plan,
2. Employees exempt from bargaining units whose wages have been tied by legislation to contractual wage agreements. These employees are primarily in the public safety sector and receive either a percentage or set dollar amount above a designated position covered by a contractually agreed upon wage.

Examples are:

Chief Inspector (Police)
Chief of Division (Police)
Warden
Under Sheriff

3. Employees exempt from the bargaining units, who in the past years, have been placed in a legislatively approved separate and distinct salary plan. This category pertains to the staff of the Board of Elections and the Office of the District Attorney.
4. Executive secretaries, who because of the confidential nature of their positions have been designated as exempt from the bargaining unit.

The following methodology was then agreed upon by the task force to govern the application of its recommendation.

It is the opinion and recommendation of the task force that wages for those employees tied by separate resolution to provisions of contracts for public safety employees and the employees of the Board of Elections and the District Attorney's Office continue to receive salaries and salary adjustments as in past years i.e.: adoption of specific legislation placed before the County Legislature. The task force further states that persons in the category of exempt secretary should be provided salaries and salary adjustments in conformance with provisions of the adopted C.S.E.A. contract. It was the committee's determination that employees in this class of position performed similar duties to all other clerical employees covered by the contract and should be treated identically for purposes of wage determination.

All employees within the above stated categories are recommended to receive the same fringe benefits provided to employees of bargaining unit 2 as enumerated in the contract between the C.S.E.A. and the County.

It was, therefore, determined that the remaining titles consisting primarily of elected and appointed department heads, their deputies and assistants and legislative aides and staff of the County Attorney's Office would be placed within a new Management Salary Plan. This group is to receive all fringe benefits provided to employees included in bargaining unit 2, except as otherwise provided for by this proposal.

It was determined and is hereby recommended that although legislative salaries are set within each years operating budget, the legislators should receive all applicable fringe benefits afforded to employees included in the Exempt Employee Wage and Benefit Plan. All benefits of the Exempt Employee Wage and Benefit Plan shall be made available to employees and officials included in such plan effective January 1, 1984 or at such time an employee or official shall receive an exempt status from bargaining unit classification.

The Task Force further recommends that certain titles normally considered "exempt" and currently covered by Bargaining Unit No. 2 be placed in the Exempt Employee Wage and Benefit Plan, no later than the expiration of the existing C.S.E.A. contract. Such titles are:

Director of Traffic Safety
Deputy Director of Probation
Assistant Commissioner of Social Services
Assistant to Commissioner of Labor
Assistant to Personnel Officer
Vector Control Superintendent

In constructing the salary plan, several basic policy decisions were agreed upon by the task force.

1. The salary of the County Executive was set above the maximum salary recommended for the highest paid employee. This effectively removes the cap which prohibits an employee from earning more than the Chief Executive. To restrict top managerial personnel to a politically agreeable and thus artificial cap is by its very nature inequitable and counterproductive. The plan presented herewith allows the Executive salary to float to a position \$1,000 above the highest allowable salary.
2. As evidenced by the plan submitted, it was agreed that high level and managerial employees who already receive the highest wages paid by Suffolk County government should not receive as high a percentage increase in 1984 and 1985 as the 8 percent provided for in the C.S.E.A. contract. The task force further agreed to present a combined wage and benefit package. The salary portion would:
 - a. Attempt to institute a rational wage progression between responsibilities,
 - b. Where possible insure that a subordinate could not earn more than his/her supervisor,
 - c. Upon initial placement in the plan;
 1. no employee would be required to take a cut in pay,
 2. if placement within the plan would result in less than a \$1,000 increase over 1983 wages, the employee would receive the incremental differences between the recommended salary and \$1,000 as a non salaried payment to be included in his bi-weekly salary for the year, subject to the provisions of Local Law 13-1983.
 3. no employee could receive more than a 10 percent increase in pay,
 - d. it was further determined that the plan would be based upon set dollar increments rather than any percentage changes.

The proposed salary plan consolidates previous grades 5-45 into 26 grades lettered A through Z. The plan also provides five incremental steps to allow for experience and merit increases.

The wages progress from a low (Z-1) of \$11,000 to a higher (A-5) of \$70,000, with the Executive's salary recommended at \$71,000. We note that the 1984 budget recommends the Executive's salary at \$71,000. Salary increments are not based upon a set percentage, but rather four set dollar amounts \$3,000, \$2,500, \$2,000 and \$1,500 each applied uniformly to a group of wage categories. Thus, while persons in more responsible and higher

paid positions would receive greater dollar increments, they would receive a lower percentage increase. Increments for grades A-M would range from 4 to 5 percent. The lower grades would receive increments ranging from 6 to 10.0 percent. For the first year of the plan (1984), actual changes in wages will average only 4.5 percent because of slotting all persons into the new plan. For 1985, the average increase will be 4.6 percent.

Although the salary plan has five steps, it is presented as a two-year program, therefore, except for special situations employees are not placed in step 5, but rather expected to progress to that step or the next appropriate step on January 1, 1985. During 1985, it is expected that the Executive will review the salary structure and placement of persons and make suitable recommendations for continuation, redistribution or wage plan changes based upon the experience gained during 1984.

A feature for consideration is that progression to step 2, 3, 4, or 5 on January 1, 1985 or any subsequent year be made upon satisfactory performance and not be automatic. Department Heads, the Executive as Chief Administrator and the Legislature could be given either limited or wide discretionary powers with respect to this proposal.

Additionally, we point out that the wages as presented in this plan do not acknowledge any constraint or cap caused by the salary of the County Executive. The committee believes such a cap should remain in place for employees in the various bargaining units. However, the very nature of an exempt managerial class of employee dictates that their wages be able to float to a responsible and reasonable level. We acknowledge and recommend that the salary of the County Executive be set in each years budget at an amount \$1,000 higher than the top wage for exempt grade A step-5. That will allow exempt employees to receive appropriate remuneration. Should the Executive decide for whatever reason to limit his salary, he can do so by direct order. Similar requests have been made by legislators who have chosen to refuse budgeted pay raises during their term of office.

We must point out that a policy of negotiated percentage increases for union members with a corresponding policy of lesser percentages for exempt employees will ultimately cause an unhealthy situation to exist wherein high level managerial employees within bargaining units will receive substantially higher wages than elected and appointed officials. Therefore, the recommended yearly review of exempt category wage and benefit plans should closely examine the relationship of staff to management wages. The proposals put forth by this report should also be viewed as the first step towards building a comprehensive managerial wage plan which will eventually include all managerial class employees.

RECOMMENDED SALARY PLAN FOR
EXEMPT EMPLOYEES - 1984-1985

<u>Comp. Grade</u>	<u>Step 11 Salary</u>		<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
45	64,740	A	58,000	61,000	64,000	67,000	70,000
39	63,674	B	55,000	58,000	61,000	64,000	67,000
37-38	60,814	C	52,000	55,000	58,000	61,000	64,000
36	55,666	D	49,000	52,000	55,000	58,000	61,000
35	53,170	E	47,000	49,500	52,000	55,000	58,000
34	50,856	F	45,000	47,500	50,000	52,500	55,000
33	48,776	G	43,000	45,500	48,000	50,500	53,000
31-32	46,696	H	41,000	43,000	45,000	47,500	50,000
30	42,770	I	39,000	41,000	43,000	45,500	48,000
29	40,950	J	37,000	39,000	41,000	43,000	45,000
38	39,208	K	35,000	37,000	39,000	41,000	43,000
26-27	37,622	L	33,000	35,000	37,000	39,000	41,000
25	34,528	M	31,000	33,000	35,000	37,000	39,000
24	33,150	N	29,000	31,000	33,000	35,000	37,000
22-23	31,902	O	27,000	29,000	31,000	33,000	35,000
20-21	29,432	P	25,000	27,000	29,000	31,000	33,000
19	26,832	Q	23,000	25,000	27,000	29,000	31,000
18	25,662	R	22,000	23,500	25,000	26,500	28,000
16-17	24,518	S	21,000	22,500	24,000	25,500	27,000
15	22,386	T	20,000	21,500	23,000	24,500	26,000
14	21,294	U	18,000	19,500	21,000	22,500	24,000
12-13	20,410	V	17,000	18,500	20,000	21,500	23,000
10-11	18,668	W	15,000	16,500	18,000	19,500	21,000
8-9	17,524	X	14,000	15,500	17,000	18,500	20,000
6-7	16,120	Y	12,000	13,500	15,000	16,500	18,000
5	14,976	Z	11,000	12,500	14,000	15,500	17,000

Note: The above annual salaries are for information only.
Bi-weekly salaries are the official recommended rates.

BI-WEEKLY MANAGEMENT SALARY RATES
EFFECTIVE 1/1/84

LETTER GRADE	STEP 1 BI-WEEKLY	STEP 2 BI-WEEKLY	STEP 3 BI-WEEKLY	STEP 4 BI-WEEKLY	STEP 5 BI-WEEKLY
A	2231	2346	2462	2577	2692
B	2115	2231	2346	2462	2577
C	2000	2115	2231	2346	2462
D	1885	2000	2115	2231	2346
E	1808	1904	2000	2115	2231
F	1731	1827	1923	2019	2115
G	1654	1750	1846	1942	2038
H	1577	1654	1731	1827	1923
I	1500	1577	1654	1750	1846
J	1423	1500	1577	1654	1730
K	1346	1423	1500	1577	1654
L	1269	1346	1423	1500	1577
M	1192	1269	1346	1423	1500
N	1115	1192	1269	1346	1423
O	1038	1115	1192	1269	1346
P	962	1038	1115	1192	1269
Q	885	962	1038	1115	1192
R	846	904	962	1019	1077
S	808	865	923	981	1038
T	769	827	885	942	1000
U	692	750	808	865	923
V	654	712	769	827	885
W	577	635	692	750	808
X	538	596	654	712	769
Y	462	519	577	635	692
Z	423	481	538	596	654

ANNUAL MANAGEMENT SALARY RATES
EFFECTIVE 1/1/84

LETTER GRADE	STEP 1 ANNUAL	STEP 2 ANNUAL	STEP 3 ANNUAL	STEP 4 ANNUAL	STEP 5 ANNUAL
A	58006	60996	64012	67002	69992
B	54990	58006	60996	64012	67002
C	52000	54990	58006	60996	64012
D	49010	52000	54990	58006	60996
E	47008	49504	52000	54990	58006
F	45006	47502	49998	52494	54990
G	43004	45500	47996	50492	52988
H	41002	43004	45006	47502	49998
I	39000	41002	43004	45500	47996
J	36998	39000	41002	43004	44980
K	34996	36998	39000	41002	43004
L	32994	34996	36998	39000	41002
M	30992	32994	34996	36998	39000
N	28990	30992	32994	34996	36998
O	26988	28990	30992	32994	34996
P	25012	26988	28990	30992	32994
Q	23010	25012	26988	28990	30992
R	21996	23504	25012	26494	28002
S	21008	22490	23998	25506	26988
T	19994	21502	23010	24492	26000
U	17992	19500	21008	22490	23998
V	17004	18512	19994	21502	23010
W	15002	16510	17992	19500	21008
X	13988	15496	17004	18512	19994
Y	12012	13494	15002	16510	17992
Z	10998	12506	13988	15496	17004

Note: The above annual salaries are for information only. Bi-Weekly salaries are official recommended rates.

SPECTITLEGRADE

<u>SPEC</u>	<u>TITLE</u>	<u>GRADE</u>
9191	ADMINISTRATIVE ASST TO EXECUTIVE VICE PRESIDENT	K
9291	ASST COMMISSIONER OF ELECTIONS	M
9407	ASST COMMISSIONER OF SOCIAL SERVICES	H
0934	ASST DIRECTOR OF LABOR RELATIONS	K
9351	ASST DIRECTOR HUMAN RIGHTS COMMISSION	K
9354	ASST DEPUTY COMMISSIONER OF LABOR	I
9682	ASST DEPUTY COUNTY EXECUTIVE	D
9353	ASST TO COMMISSIONER OF LABOR	L
9377	ASST TO COMMISSIONER (POLICE)	L
9390	ASST TO COMMISSIONER (PUBLIC WORKS)	O
9578	ASST TO COMMISSIONER (HEALTH SERVICES)	O
9395	ASST TO COMMISSIONER (REAL ESTATE)	O
9670	ASST TO COUNTY EXECUTIVE (ADMINISTRATION)	O
9674	ASST TO COUNTY EXECUTIVE (PUBLIC AFFAIRS)	K
9676	ASST TO COUNTY EXECUTIVE (SENIOR CITIZEN AFFAIRS)	K
6167	ASST TO THE DISTRICT ATTORNEY	J
9369	ASST TO PERSONNEL OFFICER	Q
5540	ASST TO THE SHERIFF	P
6156	ASST COUNTY ATTORNEY III	I
<hr/>		
0246	BUDGET DIRECTOR	D
<hr/>		
9824	CHIEF DPTY CLERK OF THE COUNTY LEGISLATURE	J
9356	CHIEF DPTY COMMISSIONER OF LABOR	F
9367	CHIEF DPTY COMMISSIONER OF PARKS RECREATION & CONS	G
9393	CHIEF DPTY COMMISSIONER OF PUBLIC WORKS	B
9410	CHIEF DPTY COMMISSIONER OF SOCIAL SERVICES	D
9321	CHIEF DPTY COUNTY CLERK	E
6108	CHIEF DPTY COUNTY ATTORNEY	D
9303	CHIEF DPTY COUNTY COMPTROLLER	E
9694	CHIEF DPTY COUNTY EXECUTIVE	A
9342	CHIEF DPTY COUNTY TREASURER	E
9536	CHIEF MEDICAL EXAMINER	B
9826	CLERK OF THE COUNTY LEGISLATURE	E
9344	COMMISSIONER OF FIRE, RESCUE & EMERGENCY SERVICES	F
9598	COMMISSIONER OF HEALTH SERVICES	A
9330	COMMISSIONER OF CONSUMER AFFAIRS	E
9325	COMMISSIONER OF ECONOMIC DEVELOPMENT	D
9295	COMMISSIONER OF ELECTIONS	E
9600	COMMISSIONER OF GENERAL SERVICES	D
9357	COMMISSIONER OF LABOR	C
9368	COMMISSIONER OF PARKS RECREATION & CONSERVATION	D
9381	COMMISSIONER OF POLICE	A
9394	COMMISSIONER OF PUBLIC WORKS	A
9398	COMMISSIONER OF REAL ESTATE	D
9409	COMMISSIONER OF SOCIAL SERVICES	B
9304	COMPTROLLER	A
9000	COUNSEL TO THE LEGISLATURE	H
9360	COUNTY ATTORNEY	B
9322	COUNTY CLERK	D
9660	COUNTY EXECUTIVE ASSISTANT I	V
9661	COUNTY EXECUTIVE ASSTSTANT III	N
9663	COUNTY EXECUTIVE ASSTSTANT IV	K
9664	COUNTY EXECUTIVE ASSTSTANT V	H
9696	COUNTY EXECUTIVE	A
9343	COUNTY TREASURER	A

SPECTITLEGRADE

9177	DEAN OF FINANCIAL AFFAIRS	G
9180	DEAN OF INSTRUCTION	E
9172	DEAN OF STUDENTS	E
0250	DIRECTOR OF BUDGET REVIEW	B
9526	DIRECTOR OF COMMUNITY MENTAL HEALTH SERVICES	B
9556	DIRECTOR OF DRUG ABUSE SERVICES	G
9317	DIRECTOR OF EMERGENCY PREPAREDNESS	L
9502	DIRECTOR OF ENVIRONMENTAL HLTH	C
9506	DIRECTOR OF PUBLIC HEALTH	B
9412	DIRECTOR OF TRAFFIC SAFETY	F
9516	DIRECTOR OF PATIENT CARE SVCS	B
9402	DIRECTOR OF REAL PROP TAX SVC	D
9421	DIRECTOR OF VETERANS SVC AGENCY	M
0936	DIRECTOR OF LABOR RELATIONS	E
9386	DIRECTOR OF PROBATION	D
9333	DISTRICT ATTORNEY	A
5735	DPTY CHIEF DETECTIVE INVESTIGATOR	H
9534	DPTY CHIEF MEDICAL EXAMINER	C
9822	DPTY CLERK OF THE COUNTY LEGISLATURE	M
9328	DPTY COMMISSIONER OF CONSUMER AFFAIRS	J
9595	DPTY COMMISSIONER OF HEALTH SERVICES (ADMIN SVCS)	F
9293	DPTY COMMISSIONER OF ELECTIONS	G
9601	DPTY COMMISSIONER OF GENERAL SERVICES	G
9355	DPTY COMMISSIONER OF LABOR	H
9379	DPTY COMMISSIONER OF POLICE	C
9392	DPTY COMMISSIONER OF PUBLIC WORKS	C
9396	DPTY COMMISSIONER OF REAL ESTATE	G
6109	DPTY COUNTY ATTORNEY	E
9319	DPTY COUNTY CLERK	O
9302	DPTY COUNTY COMPTROLLER	I
9686	DPTY COUNTY EXECUTIVE FINANCIAL AFFAIRS	B
9685	DPTY COUNTY EXECUTIVE ADMINISTRATION	B
9341	DPTY COUNTY TREASURER	I
9316	DPTY DIRECTOR OF EMERGENCY PREPAREDNESS	P
0935	DPTY DIRECTOR OF LABOR RELATIONS	I
9385	DPTY DIRECTOR OF PROBATION	G
2821	DPTY MEDICAL EXAMINER	Z
2824	DPTY MEDICAL EXAMINER (PATHOLOGIST)	D
9197	EXECUTIVE ASSISTANT TO PRESIDENT	O
9352	EXECUTIVE DIRECTOR HUMAN RIGHTS COMMISSION	G
9126	EXECUTIVE DIRECTOR TO LIBRARIES	F
9190	EXECUTIVE DEAN	E
9194	EXECUTIVE VICE PRESIDENT	B

<u>SPEC</u>	<u>TITLE</u>	<u>GRADE</u>
5124	FIRE MARSHALL	L
9817	LEGISLATIVE AIDE II	T
9816	LEGISLATIVE AIDE III	Q
9815	LEGISLATIVE AIDE IV	N
9819	LEGISLATIVE ASSISTANT	Q
9156	MANAGER SUFFOLK COMMUNITY COLLEGE ASSOCIATION, INC.	P
2826	NEUROPATHOLOGIST (PT50%)	Z
9370	PERSONNEL OFFICER	D
9376	PLANNING DIRECTOR	A
9199	PRESIDENT COMMUNITY COLLEGE	A
9389	PUBLIC ADMINISTRATOR	H
5361	SAFETY OFFICER	P
9405	SHERIFF	C
9683	SPECIAL ASSISTANT TO COUNTY EXECUTIVE	H
6102	SR ASSISTANT COUNTY ATTORNEY	F
9358	SR DEPUTY COMMISSIONER OF LABOR	G
9320	SR DEPUTY COUNTY CLERK	L
2822	SR DEPUTY COUNTY MEDICAL EXAMINER	Y
9363	VECTOR CONTROL SUPERNTNDT	I
9166	VICE PRESIDENT ACADEMIC AFFAIRS	C
9176	VICE PRESIDENT ADMINISTRATION	C

FOOTNOTES TO EXCLUDED EMPLOYEE SALARY LISTINGS

ALL STEPS EFFECTIVE AS OF OCTOBER 1, 1983

- i - District Attorney salary to be set pursuant to statute which equals to a Supreme Court Judge.
- ii - Elected Official whose salary remains constant over the term of office - not restricted by 10 percent maximum increase.
- iii - 1984 salary equivalent to 1983 salary - no reduction
- iv - Salaries are restricted to a 10 percent increase. *
- v - Legislative Aide salary restricted pursuant to Resolution No. 487-1983.
- vi - Currently covered by Bargaining Unit No. 2. Recommended to be placed in Excluded Employee Wage & Benefit Plan prior to the expiration of existing CSEA contract. Salaries indicated are for information only and represent what the salaries would be if included in Excluded Employee Wage & Benefit Plan.
- vii - Part-time employees. Salaries indicated are annual salaries.

* New code and step is followed by an asterisk to indicate a salary other than what would have been paid for the new code and step.

DEPARTMENT	TITLE & NAME	CURRENT GR/ST	CURRENT BI-WKLY	CODE	NEW BI-WKLY	NEW ANNUAL	% CHG

AUDIT & CONTROL							
	COMPTROLLER						
	CAPUTO, J.	38/11	2,339	A-3	2,462	64,012	5.3%
	CHF. DEP. COMPTROLLER						
	BOURNE, L.	34/11	1,956	E-3	2,000	52,000	2.2%
	DEP. COMPTROLLER						
	STEIN, C.	29/11	1,575	I-3	1,654	43,004	5.0%
BOARD OF ELECTIONS							
	COMMISSIONER						
	MCNAB	34/11	1,956	E-3	2,000	52,000	2.2%
	COVENY	34/11	1,956	E-3	2,000	52,000	2.2%
	DEP. COMMISSIONER						
iv	BERGER	29/11	1,575	G-2*	1,733	45,058	10.0%
iv	WOLFE	29/11	1,575	G-2*	1,733	45,058	10.0%
	ASS'T COMMISSIONER						
	GLASER	25/11	1,328	M-4	1,423	36,998	7.2%
	MCSWEENEY	25/11	1,328	M-4	1,423	36,998	7.2%
CIVIL SERVICE							
	PERSONNEL OFFICER						
	SCHNEIDER, A.	36/11	2,141	D-4	2,231	58,006	4.2%
vi	ASS'T TO PERS. OFFIC.						
	FASCHAN, K.	19/11	1,032	Q-4	1,115	28,990	8.0%
CLERK							
ii	COUNTY CLERK						
	KINSELLA, J.	UG		D-4	2,231	58,006	
	CHIEF DEP. CLERK						
iv	HINES, E.	32/11	1,796	E-3*	1,975	51,350	10.0%
	SR. DEP. CLERK						
	FABRIZIO, M	27/11	1,447	L-4	1,500	39,000	3.7%
	MASCARI, H.	27/11	1,447	L-4	1,500	39,000	3.7%
	DEPUTY CLERK						
	STRUEBEL, E.	23/11	1,227	O-4	1,269	32,994	3.4%
	EIMERS, F.	23/11	1,227	O-4	1,269	32,994	3.4%
	HOCH, H.	23/11	1,227	O-4	1,269	32,994	3.4%
	LEIHER, E.	23/11	1,227	O-4	1,269	32,994	3.4%
iv	HUBBARD, G.	23/03	825	O-1*	907	23,582	9.9
CONSUMER AFFAIRS							
	COMMISSIONER						
	(ROSENBLUM, K) VACANT	34		E-0			
	DEPUTY COMMISSIONER						
	FALLON, M.	29/11	1,575	J-4	1,654	43,004	5.0%
DISTRICT ATTORNEY							
i	DISTRICT ATTORNEY						
	HENRY, P.	UG		A+	2,731	71,000	
	DEP. CHF. DET. INVEST.						
	CONLON III, J	32/11	1,796	H-4	1,827	47,502	1.7%

DEPARTMENT TITLE & NAME	CURRENT GR/ST	CURRENT BI-WKLY	CODE	NEW BI-WKLY	NEW ANNUAL	% CHG
ASS'T TO THE D.A. PENNY, A	29/11	1,575	J-4	1,654	43,004	5.0%
EXECUTIVE OFFICE						
COUNTY EXECUTIVE COHALAN, P.	UG		A+	2,731	71,000	
CHIEF DEPUTY EXEC GALLAGHER, J.	40/11	2,490	A-4	2,577	67,002	3.5%
DEP. CE (FINANCIAL) BROTHERTON, W.	38/11	2,339	B-4	2,462	64,012	5.3%
DEP. CE (ADMIN.) JONES, F.	38/11	2,339	B-4	2,462	64,012	5.3%
DEMARTINI, H.	38/11	2,339	B-4	2,462	64,012	5.3%
BUDGET DIRECTOR SOLEO, L.	36/11	2,141	D-4	2,231	58,006	4.2%
DIR. OF LABOR RELAS. FARNETI, J.	34/11	1,956	E-3	2,000	52,000	2.2%
ASS'T DEPUTY CE AMRHEIN, A.	34/11	1,956	D-3	2,115	54,990	8.1%
	VACANT 34		D-0			
	VACANT 34		D-0			
DEP. DIR. LABOR RELAS. SCARITO, R.	30/11	1,645	I-4	1,750	45,500	6.4%
CNTY. EXEC. ASS'T V RANDOLPH, J.	31/11	1,719	H-3	1,731	45,006	0.7%
CNTY. EXEC. ASS'T IV APOLLARO, A.	29/11	1,575	K-5	1,654	43,004	5.0%
COUGHLIN, J.	29/11	1,575	K-5	1,654	43,004	5.0%
CNTY. EXEC. ASS'T IV SILKWORTH, A.	28/11	1,508	K-4	1,577	41,002	4.6%
CNTY. EXEC. ASS'T III VACANT			N-0			
CNTY. EXEC. ASS'T II KUEHAS, M.	23/11	1,227	O-4	1,269	32,994	3.4%
CNTY. EXEC. ASS'T I VACANT			V-0			
ASS'T DIR. LAB. RELAS. GAGEN, S.	28/11	1,508	K-4	1,577	41,002	4.6%
SAFETY OFFICER MONGAN, K.	20/2	694	P-1*	763	19,838	9.9%
FINANCE & TAXATION						
TREASURER TUTHILL, J.	38/11	2,339	A-3	2,462	64,012	5.3%
CHF. DEP. TREASURER RAINS, G.	34/11	1,956	E-3	2,000	52,000	2.2%
DEPUTY TREASURER LESTER, E.	29/11	1,575	I-3	1,654	43,004	5.0%

DEPARTMENT	TITLE & NAME	CURRENT GR/ST	CURRENT BI-WKLY	CODE	NEW BI-WKLY	NEW ANNUAL	% CHG
FIRE RESC. & EMERG. SERV.							
COMMIS. OF F.R.E.S.							
	VACANT	34		F-0			
iv	FIRE MARSHALL FISCHLER, D.	29/2	1,025	L-1*	1,127	29,302	10.0%
	DIRECTOR OF E.P. REGAN, W.	27/11	1,447	L-4	1,500	39,000	3.7%
GENERAL SERVICES							
	COMMISSIONER REESE, J.	36/11	2,141	D-4	2,231	58,006	4.2%
	DEP. COMMISSIONER BONGIORNO, A.	32/11	1,796	G-4	1,942	50,492	8.1%
HEALTH SERVICES							
	COMMISSIONER HARRIS, D.	42/11	2,490	A-5	2,692	69,992	8.1%
	CHF. MED. EXAMINER VACANT	40		B-0			
	DIR. PATIENT CARE STEIBEL, W.	40/11	2,490	B-5	2,577	67,002	3.5%
	DIR. COMM. MENT. HLTH. ACKERMAN, J.	40/10a	2,405	B-4	2,462	64,012	2.4%
	DIR. PUBLIC HEALTH ZAKI, M.	40/11	2,490	B-5	2,577	67,002	3.5%
	DIR. ENVIR. HEALTH DAVIDS, H.	38/11	2,339	C-5	2,462	64,012	5.3%
	DEP. CHF. MED. EXAMINER VACANT	38		C-0			
	DEP. MED. EXAM-PATHOL. ALBUKEREK, J. / VACANT	37/11	2,238	D-5	2,346	60,996	4.8%
	FERNANDEZ, J.	37/11	2,238	D-5	2,346	60,996	4.8%
	DAWSON, S.	37/10a	2,140	D-4	2,231	58,006	4.3%
	MENCHEL, S.	37/9	1,953	D-2	2,000	52,000	2.4%
	DEP. COMMISSIONER O'BRIEN, P.	34/11	1,956	F-4	2,019	52,494	3.2%
	DIR. DRUG ABUSE SERV. RUGG, V.	33/9	1,644	G-2	1,750	45,500	6.4%
vi	VECTOR CONTROL SUPER SANZONE, J.	30/11	1,645	I-4	1,750	45,500	6.4%
vii	NEUROPATHOLO. (50%) BUDZILOVICH, G.		4,000	Z-1		4,400	10.0%
vii	SR. DEP. MED. EXAMINER ZERVALIS, P.		15,000	Y-4		16,500	10.0%

DEPARTMENT	TITLE & NAME	CURRENT GR/ST	CURRENT BI-WKLY	CODE	NEW BI-WKLY	NEW ANNUAL	% CHG
	DEP.MEDICAL EXAMINER						
vii	VAUTRIN GARDINIER, M		8,500	Z-1		9,350	10.0%
vii	KORMAN, E.		8,500	Z-1		9,350	10.0%
vii	COOK, R.		8,500	Z-1		9,350	10.0%
vii	HELLMAN, B.		7,200	Z-1		7,920	10.0%
	VACANT			Z-0			
	VACANT			Z-0			
HUMAN RIGHTS							
	EXECUTIVE DIRECTOR						
	MONTANO, R.	32/11	1,796	G-3	1,846	47,996	2.8%
	ASSISTANT DIRECTOR						
	BORRERO, P.	28/11	1,508	K-4	1,577	41,002	4.6%
LABOR							
	COMMISSIONER						
	ALLMENDINGER, R.	39/11	2,449	C-5	2,462	64,012	0.5%
	CHF. DEP. COMMISSIONER						
	RICHARDS, W.	34/11	1,956	F-4	2,019	52,494	3.2%
	SR. DEP. COMMISSIONER						
	VACANT	33		G-0			
	DEP. COMMISSIONER						
	MASON, G.	32/11	1,796	H-4	1,827	47,502	1.7%
	ASS'T. DEP. COMMISS.						
	CARR, G.	30/11	1,645	I-4	1,750	45,500	6.4%
	DRAGO, J.	30/11	1,645	I-4	1,750	45,500	6.4%
vi	ASS'T TO COMMISS.						
	PRYOR, D.	27/11	1,447	L-4	1,500	39,000	3.7%
LAW DEPARTMENT							
	COUNTY ATTORNEY						
	GILMARTIN, D.	39/11	2,449	B-5	2,577	67,002	5.2%
	CHIEF DEPUTY						
	ASHARE, M.	36/11	2,141	D-4	2,231	58,006	4.2%
	DEP. CNTY ATTORNEY						
	SMITH, A.	34/11	1,956	E-3	2,000	52,000	2.2%
	SR. ASS'T CNTY. ATTY.						
	COSTELLO, P.	32/11	1,796	F-2	1,827	47,502	1.7%
	JACKSON, A.	32/11	1,796	F-2	1,827	47,502	1.7%
	FINNERTY, J. JR.	32/10	1,644	F-1	1,731	45,006	5.3%
	KELLY, E.	32/10	1,644	F-1	1,731	45,006	5.3%
	VACANT	32		F-0			

DEPARTMENT	TITLE & NAME	CURRENT GR/ST	CURRENT BI-WKLY	CODE	NEW BI-WKLY	NEW ANNUAL	% CHG
ASS'T.CO. ATT'Y III							
	CIMINO, R.	31/11	1,719	I-4	1,750	45,500	1.8%
	BIVONA, J.	31/11	1,719	I-4	1,750	45,500	1.8%
	PRUDENTI, J.	31/11	1,719	I-4	1,750	45,500	1.8%
	JOHNSTON, F. JR.	31/11	1,719	I-4	1,750	45,500	1.8%
	KLEIN, R.	31/11	1,719	I-4	1,750	45,500	1.8%
	CONWAY, J.	31/11	1,719	I-4	1,750	45,500	1.8%
	VACANT	31		I-0			
	MARTIN, D.	31/11	1,719	I-4	1,750	45,500	1.8%
	MAGGIPINTO	31/10 ^a	1,647	I-3	1,654	43,004	0.4%
	LINDSEY, A.	31/10	1,575	I-3	1,654	43,004	5.0%
	SADOW, I.	31/10	1,575	I-3	1,654	43,004	5.0%
	EKADIS, W.	31/9	1,508	I-2	1,577	41,002	4.6%
	KAMMERER, K.	31/9	1,508	I-2	1,577	41,002	4.6%
	DEMPSEY, P.	31/9	1,508	I-2	1,577	41,002	4.6%
	TROTTO, H.	31/9	1,508	I-2	1,577	41,002	4.6%
	SELKIRK, A. JR.	31/9	1,508	I-2	1,577	41,002	4.6%
	LONG, J.	31/8	1,446	I-1	1,500	39,000	3.7%
	FLOOD, H.	31/8	1,446	I-1	1,500	39,000	3.7%
	SABATINO, P. II	31/8	1,446	I-1	1,500	39,000	3.7%
	MARKS, M.	31/8	1,446	I-1	1,500	39,000	3.7%
	WEBER, J.	31/7	1,384	I-1	1,500	39,000	8.4%
	MCNULTY, M.	31/7	1,384	I-1	1,500	39,000	8.4%
iv	TERMINI, C.	31/6	1,327	I-1*	1,459	37,934	9.9%
iv	SKLAR, T.	31/2	1,117	I-1*	1,228	31,928	9.9%
ASS'T CNTY. ATT'Y II							
	VACANT	27		0-0			
	VACANT	27		0-0			
	VACANT	27		0-0			
	VACANT	27		0-0			

DEPARTMENT	TITLE & NAME	CURRENT GR/ST	CURRENT BI-WKLY	CODE	NEW BI-WKLY	NEW ANNUAL	% CHG
LEGISLATURE							
	DIR. OF BUD. REV. GRUEN, D.	38/11	2,339	B-4	2,462	64,012	5.3%
	CLK. OF CO. LEGIS. ROGERS, W.	34/11	1,956	E-3	2,000	52,000	2.2%
	COUNSEL TO LEGIS. HOLT, L.	32/11	1,796	H-4	1,827	47,502	1.7%
	CHF. DEP. CLK. CO. LEGIS VACANT	29		J-0			
	DEP. CLK. CO. LEGIS. ROSKO, J.	25/11	1,328	M-4	1,423	36,998	7.2%
v	LEGIS. AIDE IV NIEMI, V.	32/10	1,644	N-0	1,644	42,744	0.0%
	LEGIS. AIDE III						
v	PEARSALL, T.	31/10	1,575	Q-0	1,575	40,950	0.0%
v	LAMURA, J.	31/11	1,719	Q-0	1,719	44,694	0.0%
v	CROSS, W.	31/4	1,218	Q-0	1,218	31,668	0.0%
v	MAJUK, W.	31/10	1,575	Q-0	1,575	40,950	0.0%
	MEYER, P.	31/ 1	1,069	Q-4	1,115	28,990	4.3%
	LEGIS. AIDE II						
iii	REISINGER, A.	24/8	1,069	T-0	1,069	27,794	0.0%
	CHAYES, C.	24/3	863	T-4	942	24,492	9.2%
	SHANAHAN, T.	24/3	863	T-4	942	24,492	9.2%
	FARRELL, J.	24/3	863	T-4	942	24,492	9.2%
	HARRIS, S.	24/3	863	T-4	942	24,492	9.2%
	HOFFMAN, G.	24/3	863	T-4	942	24,492	9.2%
	LAUBER, J.	24/2	825	T-3	885	23,010	7.3%
	ALLEN, V.	24/2	825	T-3	885	23,010	7.3%
	WAGNER, V.	24/2	825	T-3	885	23,010	7.3%
	MARTIN, R.	24/2	825	T-3	885	23,010	7.3%
	GARDNER, J.	24/2	825	T-3	885	23,010	7.3%
	KENT, C.	24/2	825	T-3	885	23,010	7.3%
	ANTOS, J.	24/2	825	T-3	885	23,010	7.3%
	BORGHARDT, E.	24/2	825	T-3	885	23,010	7.3%
	DETOFFOL, F.	24/4	800	T- 4	942	24,492	4/8%
	MCALEVEY, P.	24/2	825	T-3	885	23,010	7.3%
	HALL, A.	24/2	825	T-3	885	23,010	7.3%
	REILLY, K.	24/2	825	T-3	885	23,010	7.3%
	FITZGIBBON, M.	24/2	825	T-3	885	23,010	7.3%
	LEGISLATIVE ASS'T VACANT	22		Q-0			

DEPARTMENT	TITLE & NAME	CURRENT GR/ST	CURRENT BI-WKLY	CODE	NEW BI-WKLY	NEW ANNUAL	% CHG

PARKS							
	COMM. PARKS, REC. CHESTER, J.	36/11	2,141	D-4	2,231	58,006	4.2%
	CHF. DEP. COMM. PKS. BERGER, H.	32/11	1,796	G-4	1,942	50,492	8.1%
PLANNING							
	PLANNING DIRECTOR KOPPELMAN, L.	40/11	2,490	A-4	2,577	67,002	3.5%
	COMM. ECON. DEVEL. GIACALONE, J.	36/11	2,141	D-4	2,231	58,006	4.2%
POLICE							
	COMM. OF POLICE TREDER, D.	40/11	2,490	A-4	2,577	67,002	3.5%
	ASS'T TO COMM. MCKEAN, W.	27/11	1,447	L-4	1,500	39,000	3.7%
	DEP. COMM. OF POLICE VACANT UG			C-0			
	VACANT UG			C-0			
PROBATION							
	DIR. OF PROBATION EDEEN, R.	36/11	2,141	D-4	2,231	58,006	4.2%
vi	DEP. DIR. OF PROB. DRAFFIN, E.	33/11	1,876	G-4	1,942	50,492	3.5%
	BOSSERT, F.	33/11	1,876	G-4	1,942	50,492	3.5%
	BENJAMIN, W.	33/11	1,876	G-4	1,942	50,492	3.5%
PUBLIC ADMINISTRATOR							
	PUBLIC ADMINISTRATOR MASTROIANNI, A.	32/11	1,796	H-4	1,827	47,502	1.7%
PUBLIC WORKS							
	COMM. PUBLIC WORKS CASS, A.	41/11	2,490	A-4	2,577	67,002	3.5%
iii	CHF DEP COMM PUB WKS WEBBER, R.	40/11	2,490	B-4*	2,490	64,740	0.0%
	DEP COMM PUBLIC WKS SUCKOW, W.	37/11	2,238	C-4	2,346	60,996	4.8%
	VACANT 37			C-0			
	VACANT 37			C-0			

DEPARTMENT	TITLE & NAME	CURRENT GR/ST	CURRENT BI-WKLY	CODE	NEW BI-WKLY	NEW ANNUAL	% CHG
vi	DIR. TRAFFIC SAFETY STRANG, R.	34/11	1,956	F-4	2,019	52,494	3.2%
iv	ASS'T TO COMM. MALLOY, K.	23/2	791	O-1*	870	22,620	10.0%
REAL ESTATE							
	COMM. OF REAL ESTATE VACANT	38		D-0			
	DEP. COMM. REAL EST. LOCKWOOD, W.	34/11	1,956	G-5	2,038	52,988	4.2%
	ASS'T TO COMMISS. VERRATTI, A.	23/10	1,117	O-3	1,192	30,992	6.7%
REAL PROPERTY TAX SER.							
	DIR REAL PROP TAX RYAN, T.	34/11	1,956	D-2	2,000	52,000	2.2%
SHERIFF							
ii	SHERIFF FINNERTY, J.	UNG		C-3	2,231	58,006	
	ASS'T TO SHERIFF BERNAGOZZI, A.	23/9	1,069	P-3	1,115	28,990	4.3%
SOCIAL SERVICES							
	COMM OF SOC SERV ROMANO, A.	39/11	2,449	B-5	2,577	67,002	5.2%
	CHF DEP COM SOC SER VACANT	37		D-0			
vi	ASST COMM SOC SERV GORDON, M.	32/11	1,796	H-4	1,827	47,502	1.7%
S.C. COMMUNITY COLLEGE							
	PRESIDENT VACANT	42		A-0			
	EXEC VICE PRESIDENT KRIELLING, R.	39/11	2,449	B-5	2,577	67,002	5.2%
	VICE PRESIDENT ADMIN HARRINGTON, J.	37/11	2,238	C-4	2,346	60,996	4.8%
	VICE PRES ACAD AFF SAAL, J.	37/11	2,238	C-4	2,346	60,996	4.8%

DEPARTMENT TITLE & NAME	CURRENT GR/ST	CURRENT BI-WKLY	CODE	NEW BI-WKLY	NEW ANNUAL	% CHG
EXECUTIVE DEAN						
COX, R.	35/11	2,045	E-4	2,115	54,990	3.4%
HUDSON, W.	35/11	2,045	E-4	2,115	54,990	3.4%
PEVEY, B.	35/11	2,045	E-4	2,115	54,990	3.4%
DEAN OF STUDENTS						
PARRISH, A.	34/11	1,956	E-3	2,000	52,000	2.2%
TATUM, G.	34/11	1,956	E-3	2,000	52,000	2.2%
ZAGAROW, H.	34/11	1,956	E-3	2,000	52,000	2.2%
DEAN OF INSTRUCTION						
DOLAN, G.	34/11	1,956	E-3	2,000	52,000	2.2%
LALIMA, S.	34/11	1,956	E-3	2,000	52,000	2.2%
ARRIGON, R.	34/10	1,792	E-2	1,904	49,504	6.3%
EXEC DIR LIBRARIES						
JOHNSON, L.	34/11	1,956	F-4	2,019	52,494	3.2%
DEAN FINAN AFFAIRS						
HANLON, K.	33/11	1,876	G-4	1,942	50,492	3.5%
EXEC ASST TO PRES						
STRATMAN, D.	28/2	980	O-1	1,038	26,988	5.9%
ADMIN ASST TO EXEC						
SCHRIER, S.	28/10	1,384	K-2	1,423	36,998	2.8%
MGR SC COLL ASSN INC						
DIFRANCO, A.	25/03	899	P-1	962	25,012	7.0%
VETERANS SERVICE						
DIR VETERANS SERVICE						
WHEELER, W.	25/9	1,165	M-2	1,269	32,994	8.9%

RECOMMENDED BENEFITS FOR EXEMPT EMPLOYEES

As part of an exempt management salary plan, there is normally, in addition to salary recommendations, a benefit package for exempt management employees not available to members of a bargaining unit. A management salary plan is thus looked upon as a total package of equitable and comparable pay rates and a fringe benefit package as well.

Unlike private industry which can offer various types of profit sharing, stock options and flexible benefit plans along with a wide assortment of insurance programs, the availability of fringe benefits in the public sector is relatively limited. And yet, even in the public sector, it is becoming more and more common for employers to provide a separate benefit package for elected officials and exempt managerial employees. By the very nature of their jobs and the climate in which they exist within a municipality, there is a total lack of security and a high level of stress and tension.

In Suffolk County where elected and managerial employees have been included within the framework and provisions provided by a union contract, it has not been possible to offer elected and exempt groups a benefit package commonly offered to this class of employees. While these groups have received wage increases negotiated in the contract and the basic benefits such as pension, health insurance, vacation and sick time, the benefit package usually made available for these

groups has been prohibited. As a result, there is no protection for retirement dollars in the event of death prior to retirement; there is a complete lack of protection of the individual's salary in the event of disability and, in addition, there are no retention incentive benefits separating managerial employees from union employees who have relatively secure positions.

Examples of benefits which can be purchased rather inexpensively and which are traditionally provided to safeguard the economic security of elected and managerial officials are:

1. Life Insurance and Accidental Death and Dismemberment
2. Short and Long Term Disability Income Protection Plan

In addition, examples of other benefits available to be provided to exempt groups and often used when there are fiscal restraints on salary increases are:

1. Fully paid accrued sick time as of last day worked.
2. Extended vacation accruals.
3. Pay for unused vacation time over and above a maximum amount carried over.

BENEFITS TO SAFEGUARD ECONOMIC SECURITY

A. LIFE INSURANCE PROGRAM

Elected officials and exempt managerial employees are currently in a position where they have very limited protection provided to them to safeguard their income and retirement benefits against the crippling economic consequences of premature death.

An elected or managerial employee who has been working long enough to qualify for a pension and who dies, has only a \$20,000 death benefit coming to his beneficiary. This individual may be earning, for example, \$40,000 per year and would be eligible for a pension of anywhere from \$10,000 to \$20,000 upon reaching retirement age. In the event of death, the salary is gone, the pension is gone and if he has not reached retirement age, the beneficiary receives only the \$20,000 death benefit.

A group life insurance plan for these employees gives the individual and his family some sense of security.

A typical group life insurance plan provides insurance equal to double the annual salary up to a maximum of \$100,000 with premiums paid by the employer. Employees would also be eligible to purchase additional amounts of insurance at their own expense at the same inexpensive group rate. Upon reaching age 70 or another age determined by legal statute, the amount of insurance would be reduced by 50%. In the event of accidental death, there would be a doubling of the insurance.

Insurance would terminate upon separation from County employment, except if the separation was for disability. In that event, the coverage would remain in force as long as the disability continued.

B. SHORT AND LONG TERM DISABILITY INCOME PROTECTION

The disaster of the consequences of disability can cost an employee the ability to work and earn a livelihood. An employee earning \$40,000 could, as the result of a major illness or accident, be unable to work for an indefinite period of time and possibly permanently.

To provide some protection to the elected and management employees, a disability income protection plan should be provided. This is an example of a benefit no individual wants to ever have to use, but having the benefit available does provide security, salary protection and peace of mind to the employee and dependents.

The following is an example of a typical disability plan to protect earning power which this committee is recommending.

The short term disability plan would cover temporary disabilities beginning after thirty days of disability and lasting a maximum of six

months. During this time a cash benefit would be paid in the amount of approximately \$150 per week. This payment is a salary assistance at a time of possible high financial expenses intended to at least in part defray some of those liabilities.

After six months the long term disability plan takes over guaranteeing 75% of the individual's annual salary as long as the disability continues up to a maximum age of 65 when the employee would become eligible for Social Security and retirement benefits without reduction for early retirement. Any benefits received under this type of plan would be reduced by any payments paid under Workers Compensation, Social Security or Retirement Disability.

Inasmuch as the exempt employees removed from the provisions of the employee contract will be receiving significant reduced salary increases over the next two years, it is felt by this committee that the two benefits described above should, at a minimum, be included as part of the overall salary package for this group of employees.

ADDITIONAL RECOMMENDED BENEFITS

1. IMPROVED PER DIEM EXPENSES

Currently all employees covered by the provisions of the union contract are entitled to a meal allowance of \$6.25 per meal. As a result of being covered by the provisions of the contract, this provision has been

extended to cover meals while traveling on County business for elected and exempt employees. Employees in these groups traveling to meetings, seminars and conferences which serve the interest of Suffolk County should not be put in a position where they should either have to pay out of their own pocket for adequate meals or not eat adequate meals to stay within the \$6.25 reimbursement amount. This is unrealistic and could be an embarrassment to elected and exempt public officials who may dine with officials from other municipalities while away on County business.

This committee recommends a reimbursement schedule similar to that utilized by the federal government. This reimbursement policy would be a flat rate per diem amount of \$28 per day for meals, or, individual meal allotments of \$5 for breakfast, \$8 for lunch and \$15 for dinner.

2. ADDITIONAL LEAVE ACCRUALS

At present, the County's policy is to compensate employees over a certain grade with one hour off for every five hours worked over the 35 hour prescribed normal work week and one hour off for every hour worked on holidays and weekends.

This type of policy should not apply to exempt employees. If a management employee has to work additional hours over the 35 hour week, that employee should not be compensated for that work with additional

time off. Theoretically, a management employee who puts in an extra two hours a day all year to carry out his responsibilities could qualify for up to three weeks of additional leave time. Management employees are expected to work whatever hours it takes to do the job efficiently and completely. Direct rewards based on the number of hours worked is unnecessary and self-defeating. This policy is also as a result of management employees being tied into a contract negotiated and written for non-exempt employees.

The common practice in this area is to grant to managerial employees additional leave time without any tie in to hours worked.

In lieu of any compensatory time this committee recommends the granting to exempt employees five additional days of personal time and in addition, having accumulated personal time converted to either vacation or sick time accruals.

3. BUY BACK OF ACCUMULATED VACATION DAYS

This is a benefit more and more municipalities are using as a retention incentive and reward for longer-term exempt managerial employees with a dollar cost savings to the County. A typical plan is to allow these employees to be paid at the end of each year for a certain amount of vacation days that they have accumulated. For example, a municipality sets a maximum number of days of vacation time to be carried over by these employees. Since it would take new exempt managerial employees

quite a few years to accumulate 50 vacation days, this benefit generally rewards only the longer-term employees. The recommended policy of this committee is that any days over an accumulation base of 50 days would be paid at the end of the year. If the maximum yearly accumulation is six weeks of vacation time and the accumulation buy-out base is 50 days, then six weeks would be the maximum payout less any vacation time taken. All payments made would be based on the employees bi-weekly salary rate in effect December 31 of two years prior.

In addition to rewarding the managerial employees, the County gains a double benefit as well. Since the County must pay for vacation time at the time of separation, the payment is at the employee's final and thus highest salary earned even though the vacation time was accrued at lower rates. The County will not only save the difference between the employees's final salary and salary at time of payment, but is extending its savings by paying at a rate of two years prior for time earned at higher rates.

4. FULLY PAID SICK LEAVE AT TIME OF SEPARATION

At present, Suffolk County's policy is to pay sick leave at 50% of accrued time only upon retirement. This policy does not encourage accumulation of sick time. Employees may feel that since they are to be paid at half their salary, after taxes, it does not pay to retain their sick time.

To encourage exempt management employees to retain their sick time, and as a way to encourage retention in service, a policy of full pay for accrued sick leave up to a maximum of 130 days at separation is recommended. In the case of retirement, the employee would be entitled to the greater of 130 days or 50% of maximum allowable sick leave. For purposes of computation, sick leave would be utilized on a first-in first-out basis. This benefit would only be payable in a lump sum at the time of separation from County employment and would be non-retroactive. For example, if the maximum number of days for pay is adopted at 130 and a managerial employee at the end of 1983 has 90 accumulated sick days and that employee works two more years accruing an additional 26 days and then resigns, he would be paid for 90 days at a rate of 50% and 26 days at a rate of 100%.

CONCLUSIONS

The benefits enumerated herein are some of the ways exempt managerial employees can be compensated in addition to salary increases. It is the position of this Committee that Suffolk County, as a result of removing the exempt employees from the negotiated contract, is now in a position to and should, in fact, adopt an exempt management benefit package as part of the overall salary plan effective January 1, 1984 for all present exempt employees except those with a separate salary plan.

This Committee further recommends that as a minimum the life insurance and disability insurance plans should be adopted. In addition it is the unanimous position of this committee that the benefits enumerated in this report should be adopted as part of the overall compensation pay.

COST OF PROPOSED EXEMPT EMPLOYEES SALARY PLAN

To the extent possible, the costs presented herein are supported by detailed schedules, historical experience and statistical sampling. Schedules used for cost estimates are subject to change due to attrition. Nevertheless, the Legislature should regard the costing as estimates that are presented in a conservative manner so as not to underestimate the projected fiscal impact of the various committee recommendations of the proposed exempt management salary plan.

SALARY PLAN

The committee recommends a proposed salary plan with increases for 1984 that amount to \$330,573 over the existing 1983 salary base of \$7,400,073. This is equivalent to a 4.5% increase. For 1985, the committee recommends a \$355,054 increase equivalent to a 4.6% increase over the recommended 1984 base. These calculations are supported by the detailed schedules indicated as Appendix A-1 through A-8 of this report.

Minimum Increase

The committee further recommends a minimum increase for those full time exempt employees who would otherwise receive less than \$1,000, excluding the Legislative Aides, whose salary limitations are covered by Local Law 13-1983. For example, if an exempt employee was scheduled to receive nothing according to the salary plan, he or she would receive a \$1,000 salary adjustment payment which would not become part of their pay rate base. If an exempt employee were to receive an increase according to the salary plan amounting to \$326, they would receive an additional payment of \$674 representing the minimum salary adjustment. The cost of this would be minimal, amounting to \$6,114 in 1984 and \$13,000 in 1985.

BENEFITS

A. Minimum Recommendation - The committee recommends certain minimum exempt employee benefits consisting of life insurance and disability insurance (short and long term). Annual costs are estimated as follows:

Life Insurance	\$105,732
Short Term Disability	11,988
Long Term Disability	<u>105,848</u>
TOTAL	\$223,568

As a percent of the existing 1983 base salaries, the \$223,568 would amount to an additional 2.8%. In calculating the 1983 base for the above benefit, the 1983 salaries of legislators have been included since this benefit is recommended to cover all elected officials.

B. Increase Meal Allowance - The committee's recommendation for this benefit would increase meal allowance per day from \$18.75 (\$6.25 x 3) to \$28 per day (\$5-Breakfast, \$8-Lunch, \$15-Dinner). This represents an increase of \$9.25 per day per exempt employee and elected official. Assuming each exempt

employee and elected official was required to attend seminars and/or conferences as much as 2 weeks out of each year, the total additional cost would only amount to \$18,592 per year. As a percent of the 1983 base salary, this would amount to .2%.

C. Vacation/Personal Days/Sick Time

1. Buy Back of Accumulated Vacation Days

This benefit proposes the County buy back excess vacation days, at the option of the employee, at a rate equivalent to the pay rate of two years prior. Under this benefit, while there would be a cash payout in 1984, there would be an equivalent greater deferred savings to the County since the cash payout would be made at a lower salary rate than the cash payout that would be made under the present policy wherein an employee is paid for their accumulated vacation time at the time of separation and at their then current rate of pay. Appendix B details the calculations regarding this proposed benefit. The detailed calculations assume a 100% usage. Summaries, however, also, indicate the fiscal impact if the usage were at rates of 10%, 25% and 50%. Experience in the Town of Islip, where a similar plan has been in place for 5 - 6 years, indicates a usage factor ranging from 10% - 25%. For purposes of costing out this proposed benefit, a usage factor of 25% has been assumed. Such a cost would amount to a cash payment of \$94,527 in 1984 with a minimum deferred savings of \$105,353. In 1985, the cash payment at a 25% usage factor would amount to \$91,025 and a minimum deferred savings of \$103,036.

2. Additional Leave Accrual

The committee recommends an additional 5 days leave accrual for exempt employees in lieu of the current policy regarding compensatory time. The cost of the additional accrual would amount to \$141,243 in 1984 and \$147,956 in 1985. Offsetting this cost would be savings associated with the cost of the current policy. It is assumed that, at a minimum, the recommended benefit cost would be completely offset by savings due to the elimination of the current policy.

3. Fully Paid Sick Time

Statistics indicate that, on average, exempt employees use 4.2 sick days per year. Additionally, statistics indicate a turnover rate of 7 - 10% per year. It can be reasonably estimated, therefore, that each year approximately 15 - 20 exempt employees will separate from County service and will have earned and retained an average of 6 1/2 sick days from January 1, 1984 and for those who separate in 1985, they would have earned and retained an average of 19 1/2 sick days from January 1, 1984. Further, of those estimated to separate service from the County, a minimum of 25% would separate due to retirement and, as such, would have been entitled to 50% of the additionally accumulated sick days. The cost of this benefit is, therefore, calculated as follows:

	<u>1984</u>	<u>1985</u>
a) Estimated exempt employees to separate from County service	20	20
b) Average sick days accumulated from 1/1/84	6.5	19.5
c) Average daily salary	\$ <u>167.15</u>	\$ <u>175.10</u>
d) Sub-total cost (a x b x c)	\$21,730.00	\$68,289.00
e) Less: amount that would be due under current policy to those separating through retirement. (d x 25% x 50%)	(2,716)	(8,536)
	<hr/>	<hr/>
TOTAL ESTIMATED COST	<u>\$19,014</u>	<u>59,753</u>
% to Base Year	.3	.8

D. Summary of Projected Costs - Exempt Salary Plan

	1984		1985	
	<u>Amount</u>	<u>%*</u>	<u>Amount</u>	<u>%**</u>
<u>1) - WAGES</u>				
Salary Increase	\$330,573	4.5	\$355,054	4.6
Minimum Increase	6,114	.1	13,000	.2
TOTAL WAGES	<u>\$336,687</u>	<u>4.6</u>	<u>\$368,054</u>	<u>4.8</u>
<u>2) - BENEFITS</u>				
Life Insurance (1)	105,732	1.3	105,732	1.3
Sub-Total	<u>\$105,732</u>	<u>1.3</u>	<u>\$105,732</u>	<u>1.3</u>
Long Term Disab (1)	105,848	1.3	105,848	1.3
Sub-Total	<u>\$211,580</u>	<u>2.6</u>	<u>\$211,580</u>	<u>2.6</u>
Short Term Disab (1)	11,988	.2	11,988	.1
Sub-Total	<u>\$223,568</u>	<u>2.8</u>	<u>\$223,568</u>	<u>2.7</u>
Meal Allowance (1)	18,592	.2	18,592	.2
Sub-Total	<u>\$242,160</u>	<u>3.0</u>	<u>\$242,160</u>	<u>2.9</u>
Vacation Buy Back (2)				
Cash Pay-Out	94,527	1.3	91,025	1.2
Deferred Savings	(105,353)	(1.5)	(103,036)	(1.4)
Sub-Total	<u>\$231,334</u>	<u>2.8</u>	<u>\$230,149</u>	<u>2.7</u>
Add'l Leave Accrual (3)	141,243	2.0	147,956	2.0
Comp. Time Savings	(141,243)	(2.0)	(147,956)	(2.0)
Sub-Total	<u>\$231,334</u>	<u>2.8</u>	<u>\$230,149</u>	<u>2.7</u>
Unused Sick Time (4)	19,014	.3	59,753	.8
TOTAL BENEFITS	<u>\$250,348</u>	<u>3.1</u>	<u>\$289,902</u>	<u>3.5</u>

(1) Benefit applies to all Elected Officials

(2) Computed at 25% usage

(3) Would be offset by elimination of costs attached to current compensatory time policy

(4) Computed at 10% usage

* Percent increase compared to 1983 base

** Percent increase compared to 1984 base

DECEMBER 09, 1983	NO.	GR	ANNUAL SALARY			CHANGE						
			1983	1984	1985	83 vs 84		84 vs 85		83 vs 85		
			\$7,400,073	\$7,730,646	\$8,085,700	\$330,573	4.5%	\$355,054	4.6%	\$685,627	9.3%	
<u>TOTAL ALL</u>	<u>175</u>											
	1	@ A +	65,000	71,000	71,000	6,000	9.2	0	0.0	6,000	9.2	
	8	@ A	510,491	537,000	555,000	26,509	5.2	18,000	3.4	44,509	8.7	
	11	@ B	691,028	719,740	737,000	28,712	4.2	17,260	2.4	45,972	6.7	
	6	@ C	351,617	369,000	378,000	17,383	4.9	9,000	2.4	26,383	7.5	
	14	@ D	766,733	803,000	836,000	36,267	4.7	33,000	4.1	69,267	9.0	
	18	@ E	913,926	941,866	996,500	27,940	3.1	54,634	5.8	82,574	9.0	
	8	@ F	382,304	395,000	415,000	12,696	3.3	20,000	5.1	32,696	8.6	
	11	@ G	510,848	539,646	565,500	28,798	5.6	25,854	4.8	54,652	10.7	
	6	@ H	278,174	282,500	297,500	4,326	1.6	15,000	5.3	19,326	6.9	
	30	@ I	1,215,552	1,267,898	1,338,140	52,346	4.3	70,242	5.5	122,588	10.1	
	2	@ J	81,952	86,000	90,000	4,048	4.9	4,000	4.7	8,048	9.8	
	6	@ K	235,560	246,000	254,000	10,440	4.4	8,000	3.3	18,440	7.8	
	6	@ L	214,760	224,315	237,247	9,555	4.4	12,932	5.8	22,487	10.5	
	4	@ M	133,874	144,000	152,000	10,126	7.6	8,000	5.6	18,126	13.5	
	1	@ N	39,208	39,208	39,208	0	0.0	0	0.0	0	0.0	
	9	@ O	255,164	268,157	286,768	12,993	5.1	18,611	6.9	31,604	12.4	
	3	@ P	69,212	73,848	79,832	4,636	6.7	5,984	8.1	10,620	15.3	
	6	@ Q	214,136	216,304	218,304	2,168	1.0	2,000	0.9	4,168	1.9	
	19	@ T	418,834	449,294	476,294	30,460	7.3	27,000	6.0	57,460	13.7	
	1	@ Y	15,000	16,500	18,000	1,500	10.0	1,500	9.1	3,000	20.0	
	5	@ Z	36,700	40,370	44,407	3,670	10.0	4,037	10.0	7,707	21.0	
<u>TOTAL ELECTED</u>	<u>6</u>		356,921	386,000	392,000	29,079	8.1	6,000	1.6	35,079	9.8	
<u>TOTAL EXEMPT</u>	<u>169</u>		7,043,152	7,344,646	7,693,700	301,494	4.3	349,054	4.8	650,548	9.2	
Sub-Total	175											
Vacancies-11/30/83	20											
<u>TOTAL POSITIONS</u>	<u>195</u>											
<u>ELECTED AVERAGE</u>			59,487	64,333	65,333	4,846	8.1	1,000	1.6	5,846	9.8	
<u>EXEMPT AVERAGE</u>			41,675	43,459	45,525	1,784	4.3	2,065	4.8	3,849	9.2	

DECEMBER 09, 1983				TITLE		NAME		GRADE & STEP			ANNUAL SALARY			CHANGE				SENIORITY		
DEPT	UNIT	POSN	SPEC	LAST	FIRST			1983	1984	'85	1983	1984	1985	'83 VS '84	'84 VS '85	'83 VS '85	yr	mo	dy	
1230	0100	0001	9696	COHALAN	PETER	F.		00	00	A + +	65,000	71,000	71,000	6,000	9.2	0 00.0	6,000	9.2	11.11.11	
4005	1000	0001	9598	HARRIS M.D.	DAVID	.		42	11	A 05 05	64,740	70,000	70,000	5,260	8.1	0 00.0	5,260	8.1	75.08.04	
2300	0100	0001	9199	VACANT				42	00	A 00 00										
1230	0100	0003	9694	GALLAGHER	JOHN	C.		40	11	A 04 05	64,740	67,000	70,000	2,260	3.5 3,000	4.5	5,260	8.1	66.09.01	
3120	1000	0001	9381	TREDER	DEWITT			40	11	A 04 05	64,740	67,000	70,000	2,260	3.5 3,000	4.5	5,260	8.1	77.04.05	
1490	0100	0001	9394	CASS	ALBERT	B.		41	11	A 04 05	64,740	67,000	70,000	2,260	3.5 3,000	4.5	5,260	8.1	59.07.29	
8020	0100	0001	9376	KOPPELMAN	LEE	E.		40	11	A 04 05	64,740	67,000	70,000	2,260	3.5 3,000	4.5	5,260	8.1	60.03.29	
1315	0100	0001	9304	CAPUTO	JOSEPH	.		38	11	A 03 04	60,814	64,000	67,000	3,186	5.2 3,000	4.7	6,186	10.2	11.11.11	
1165	0100	0001	9333	HENRY	PATRICK			00	00	A 00 00	65,163	71,000	71,000	5,837	9.0	0 00.0	5,837	9.0	11.11.11	
1325	0100	0001	9343	TUTHILL	JEAN	H.		38	11	A 03 04	60,814	64,000	67,000	3,186	5.2 3,000	4.7	6,186	10.2	11.11.11	
6005	1000	0001	9409	ROMANO	ANITA	.		39	11	B 05 05	63,674	67,000	67,000	3,326	5.2	0 00.0	3,326	5.2	64.11.19	
1420	0100	1005	9360	GILMARTIN	DAVID	J.		39	11	B 05 05	63,674	67,000	67,000	3,326	5.2	0 00.0	3,326	5.2	80.01.02	
4310	5000	0001	9526	ACKERMAN	JOHN	J.		40	10A	B 04 05	62,530	64,000	67,000	1,470	2.4 3,000	4.7	4,470	7.1	62.06.18	
4010	2000	0001	9506	ZAKI	MAHFOUZ	H.		40	11	B 05 05	64,740	67,000	67,000	2,260	3.5	0 00.0	2,260	3.5	73.12.15	
4100	3000	0005	9516	STEIBEL	WILLIAM	.		40	11	B 05 05	64,740	67,000	67,000	2,260	3.5	0 00.0	2,260	3.5	79.05.14	
2370	0020	0010	9194	KRELLING	ROBERT	T.		39	11	B 05 05	63,674	67,000	67,000	3,326	5.2	0 00.0	3,326	5.2	64.09.01	
1490	0100	0003	9393	WEBBER	ROBERT	E.		40	11	B 04 05	64,740	64,740	67,000	0	00.0 2,260	3.5	2,260	3.5	58.05.01	
1185	0100	0100	9536	VACANT				40	00	B 00 00										
1025	0300	0001	0250	GRUEN	DONALD			38	11	B 04 05	60,814	64,000	67,000	3,186	5.2 3,000	4.7	6,186	10.2	78.12.27	
1232	0200	0205	9686	BROTHERTON JR	WILLIAM	D.		38	11	B 04 05	60,814	64,000	67,000	3,186	5.2 3,000	4.7	6,186	10.2	80.02.19	
1230	0100	0004	9685	DEMARTINI	HOWARD	C.		38	11	B 04 05	60,814	64,000	67,000	3,186	5.2 3,000	4.7	6,186	10.2	80.01.01	
1232	0100	0105	9685	JONES	FRANK	R.		38	11	B 04 05	60,814	64,000	67,000	3,186	5.2 3,000	4.7	6,186	10.2	78.07.17	
6370	0100	0001	9357	ALLMENDINGER	RAYMOND	C.		39	11	C 05 05	63,674	64,000	64,000	326	0.5	0 00.0	326	0.5	82.11.09	
4400	2600	0001	9502	DAVIDS	HERBERT	W.		38	11	C 05 05	60,814	64,000	64,000	3,186	5.2	0 00.0	3,186	5.2	53.01.01	
1185	6000	0005	9534	VACANT				38	00	C 00 00										
2300	0001	0010	9166	SAAL	JOHN	J.		37	11	C 04 05	58,188	61,000	64,000	2,812	4.8 3,000	4.9	5,812	10.0	61.09.01	
2370	0030	0010	9176	HARRINGTON	JOHN	C.		37	11	C 04 05	58,188	61,000	64,000	2,812	4.8 3,000	4.9	5,812	10.0	65.08.09	
1490	0100	0005	9392	SUCKOW	WILLIAM	R.		37	11	C 04 05	58,188	61,000	64,000	2,812	4.8 3,000	4.9	5,812	10.0	76.11.15	
3110	0100	0001	9405	FINNERTY	JOHN	P.		00	00	C 00 00	52,565	58,000	58,000	5,435	10.3	0 00.0	5,435	10.3	11.11.11	
3120	1000	0003	9379	VACANT				PD		C 00 00										
3120	1000	0003	9379	VACANT				PD		C 00 00										

DECEMBER 09, 1983				TITLE		NAME		GRADE & STEP			ANNUAL SALARY			CHANGE				SENIORITY		
DEPT	UNIT	POSN	SPEC			LAST	FIRST	1983	1984	'85	1983	1984	1985	'83 VS '84	'84 VS '85	'83 VS '85	yr	mo	dy	
1230	0300	0201	9682	ASST DPTY COUNTY EXEC	AMRHEIN	ALICE		34	11	D 03 04	50,856	55,000	58,000	4,144	8.1	3,000	5.5	7,144	14.0	80.01.01
1230	0100	0005	9682	ASST DPTY COUNTY EXEC	(O'NEIL)	VACANT		34	00	D										
1361	0100	0105	9398	COMM OF REAL ESTATE	(MITCHELL)	VACANT		38	00	D										
1185	6000	0040	2824	DPTY MEDICAL EXAM-PATH	ALBUKERK 30%	JAK		37	11	D 05 05	58,188	61,000	61,000	2,812	4.8	0 00.0	2,812	4.8		
1185	6000	0042	2824	DPTY MEDICAL EXAM-PATH	FERNANDEZ	JOSE	P.	37	11	D 05 05	58,188	61,000	61,000	2,812	4.8	0 00.0	2,812	4.8		
1232	0200	0210	0246	BUDGET DIRECTOR	SOLEO	LOUIS	M.	36	11	D 04 05	55,666	58,000	61,000	2,334	4.2	3,000	5.2	5,334	9.6	71.02.22
1420	0100	1010	6108	CHIEF DPTY CITY ATTORNEY	ASHARE	MARTIN		36	11	D 04 05	55,666	58,000	61,000	2,334	4.2	3,000	5.2	5,334	9.6	80.05.19
6410	0100	0001	9325	COMM OF ECON DEVELOPMENT	GIACALONE	JOSEPH	C.	36	11	D 04 05	55,666	58,000	61,000	2,334	4.2	3,000	5.2	5,334	9.6	80.01.28
1610	0100	0001	9600	COMM OF GENERAL SERVICES	REESE	JAMES	E.	36	11	D 04 05	55,666	58,000	61,000	2,334	4.2	3,000	5.2	5,334	9.6	80.01.16
7110	0100	0001	9368	COMM OF PARKS REC & CONSV	CHESTER	JOHN	D.	36	11	D 04 05	55,666	58,000	61,000	2,334	4.2	3,000	5.2	5,334	9.6	74.02.14
1410	0100	0001	9322	COUNTY CLERK	FELICE	ARTHUR	J.	00	00	D 04 05	52,565	58,000	58,000	5,435	10.3	0 00.0	5,435	10.3	11.11.11	
3140	0100	0001	9386	DIRECTOR OF PROBATION	EDEEN	RONALD	J.	36	11	D 04 05	55,666	58,000	61,000	2,334	4.2	3,000	5.2	5,334	9.6	54.11.18
1430	0100	0001	9370	PERSONNEL OFFICER	SCHNEIDER	ALAN	L.	36	11	D 04 05	55,666	58,000	61,000	2,334	4.2	3,000	5.2	5,334	9.6	83.02.07
1185	6000	0040	2824	DPTY MEDICAL EXAM-PATH	VACANT	70%		37	00	D										
6005	1000	0005	9410	CHIEF DPTY COMM SOC SVCS	VACANT			37	00	D										
1355	0100	0001	9402	DIR REAL PROP TAX SVC	RYAN	T	J.	34	11	D 02 03	50,856	52,000	55,000	1,144	2.2	3,000	5.8	4,144	8.1	72.06.05
1185	6000	0043	2824	DPTY MEDICAL EXAM-PATH	MENCHEL	SIGMUND	M.	37	09	D 02 03	50,778	52,000	55,000	1,222	2.4	3,000	5.8	4,222	8.3	
1185	6000	0041	2824	DPTY MEDICAL EXAM-PATH	DAWSON	STUART		37	10A	D 04 05	55,640	58,000	61,000	2,360	4.2	3,000	5.2	5,360	9.6	
1230	0100		9682	ASST DPTY COUNTY EXEC	VACANT			34	00	D										

DECEMBER 09, 1983				TITLE		NAME		GRADE & STEP			ANNUAL SALARY			CHANGE			SENIORITY			
DEPT	UNIT	POSN	SPEC			LAST	FIRST	1983	1984	'85	1983	1984	1985	'83 VS '84	'84 VS '85	'83 VS '85	yr	mo	dy	
2570	0010	0010	9190	EXECUTIVE DEAN	COX	R	D.	35	11	E 04 05	53,170	55,000	58,000	1,830	3.4	3,000	5.5	4,830	9.1	67.09.01
2470	0040	0010	9190	EXECUTIVE DEAN	HUDSON	WILLIAM	C.	35	11	E 04 05	53,170	55,000	58,000	1,830	3.4	3,000	5.5	4,830	9.1	66.09.01
2670	0010	0010	9190	EXECUTIVE DEAN	PEVEY	B	W.	35	11	E 04 05	53,170	55,000	58,000	1,830	3.4	3,000	5.5	4,830	9.1	68.09.01
1315	0100	0005	9303	CHIEF DPTY CITY COMPTROLLER	BOURNE	LEONARD	G.	34	11	E 03 04	50,856	52,000	55,000	1,144	2.2	3,000	5.8	4,144	8.1	63.01.01
1325	0100	0004	9342	CHIEF DPTY CITY TREASURER	RAINS	G	L.	34	11	E 03 04	50,856	52,000	55,000	1,144	2.2	3,000	5.8	4,144	8.1	71.01.18
1010	0200	0200	9826	CLERK OF CITY LEGISLATURE	ROGERS	WILLIAM	H.	34	11	E 03 04	50,856	52,000	55,000	1,144	2.2	3,000	5.8	4,144	8.1	78.01.04
2500	0001	0010	9180	DEAN OF INSTRUCTION	DOLAN	GRACE	M.	34	11	E 03 04	50,856	52,000	55,000	1,144	2.2	3,000	5.8	4,144	8.1	71.09.01
2600	0001	0010	9180	DEAN OF INSTRUCTION	LA LIMA	SALVATORE	J.	34	11	E 03 04	50,856	52,000	55,000	1,144	2.2	3,000	5.8	4,144	8.1	65.09.01
2650	0010	0010	9172	DEAN OF STUDENTS	PARRISH	ALLIE	A.	34	11	E 03 04	50,856	52,000	55,000	1,144	2.2	3,000	5.8	4,144	8.1	74.06.03
2450	0010	0010	9172	DEAN OF STUDENTS	TATUM	GLEN	R.	34	11	E 03 04	50,856	52,000	55,000	1,144	2.2	3,000	5.8	4,144	8.1	71.09.01
2550	0010	0010	9172	DEAN OF STUDENTS	ZAGAROW	HERBERT	W.	34	11	E 03 04	50,856	52,000	55,000	1,144	2.2	3,000	5.8	4,144	8.1	73.08.01
1230	0600	3010	0936	DIRECTOR LABOR RELATIONS	FARNETI	JACK	J.	34	11	E 03 04	50,856	52,000	55,000	1,144	2.2	3,000	5.8	4,144	8.1	80.03.03
1420	0100	1015	6109	DPTY COUNTY ATTORNEY	SMITH	ALLEN	M.	34	11	E 03 04	50,856	52,000	55,000	1,144	2.2	3,000	5.8	4,144	8.1	80.01.14
2400	0001	0010	9180	DEAN OF INSTRUCTION	ARRIGON	ROBERT	L.	34	10	E 02 03	46,592	49,500	52,500	2,908	6.2	3,000	6.1	5,908	12.7	71.09.01
6610	0100	0001	9330	COMM OF CONSUMER AFFAIRS	ROSENBLIM	KENNETH	A.	34	11	E 03 04	50,856	52,000	55,000	1,144	2.2	3,000	5.8	4,144	8.1	76.06.14
1450	0100		9295	COMM OF ELECTIONS	COVENY	FRANK		34	11	E 03 04	50,856	52,000	55,000	1,144	2.2	3,000	5.8	4,144	8.1	64.09.01
1450	0100		9295	COMM OF ELECTIONS	McNAB	EVERETT		34	11	E 03 04	50,856	52,000	55,000	1,144	2.2	3,000	5.8	4,144	8.1	57.01.01
1410	0100	0002	9321	CHIEF DPTY COUNTY CLERK	HINES	EDWARD	R.	32	11	E 03 04	46,696	51,366	55,000	4,670	10.0	3,634	7.1	8,304	17.8	67.04.03
6370	0100	0010	9356	CHIEF DPTY COMM LABOR	RICHARDS	WILLIAM	C.	34	11	F 04 05	50,856	52,500	55,000	1,644	3.2	2,500	4.8	4,144	8.1	82.08.30
3310	0100	0001	9412	DIR OF TRAFFIC SAFETY	SIRANG	RICHARD	A.	34	11	F 04 05	50,856	52,500	55,000	1,644	3.2	2,500	4.8	4,144	8.1	71.05.17
4005	1100	0099	9595	DPTY COMM HLTH SVCS-ADMIN	O,BRIEN	PAUL		34	11	F 04 05	50,856	52,500	55,000	1,644	3.2	2,500	4.8	4,144	8.1	70.05.11
2340	0010	0010	9126	EXEC DIR OF LIBRARIES	JOHNSON	LEONARD	R.	34	11	F 04 05	50,856	52,500	55,000	1,644	3.2	2,500	4.8	4,144	8.1	63.06.24
1420	0102	1022	6102	SR ASST COUNTY ATTORNEY	COSTELLO	PAUL	G.	32	11	F 02 03	46,696	47,500	50,000	804	1.7	2,500	5.3	3,304	7.1	72.07.31
1420	0104	1021	6102	SR ASST COUNTY ATTORNEY	JACKSON JR.	ALFRED		32	11	F 02 03	46,696	47,500	50,000	804	1.7	2,500	5.3	3,304	7.1	74.07.29
1420	0107	1023	6102	SR ASST COUNTY ATTORNEY	(KENT)	VACANT		32	00	F										
1712	0100	1024	6102	SR ASST COUNTY ATTORNEY	FINNERTY, JR.	JOHN	P.	32	10	F 01 02	42,744	45,000	47,500	2,256	5.3	2,500	5.6	4,756	11.1	78.01.01
1420	0105	1025	6102	SR ASST COUNTY ATTORNEY	KELLEY	EUGENE	R.	32	10	F 01 02	42,744	45,000	47,500	2,256	5.3	2,500	5.6	4,756	11.1	66.02.28
3400	0100		9344	COMM FIRE RESCUE & EMS	VACANT					F 00 00										

DECEMBER 09, 1983				TITLE		NAME		GRADE & STEP			ANNUAL SALARY			CHANGE				SENIORITY			
DEPT	UNIT	POSN	SPEC	LAST	FIRST			1983	1984	'85	1983	1984	1985	'83 VS '84	'84 VS '85	'83 VS '85	'83 VS '85	yr	mo	dy	
1610	0100	0003	9601	DPY	COMM OF GEN'L SVCS	BONGIORNO	ANDREW	J.	32	11	G 04 05	46,696	50,500	53,000	3,804	8.1	2,500	5.0	6,304	13.5	81.02.23
1361	0100	0110	9396	DPY	COMM REAL ESTATE	LOCKWOOD	WILLIAM	R.	34	11	G 05 05	50,856	53,000	53,000	2,144	4.2	0	00.0	2,144	4.2	70.01.05
2370	0040	0010	9177	DEAN	OF FINANCIAL AFFAIRS	HANLON	KEVIN	.	33	11	G 04 05	48,802	50,500	53,000	1,698	3.5	2,500	5.0	4,198	8.6	72.07.17
3140	0100	0007	9385	DPY	DIR OF PROBATION	BENJAMIN	WILLIAM	P.	33	11	G 04 05	48,802	50,500	53,000	1,698	3.5	2,500	5.0	4,198	8.6	60.03.14
3140	0100	0006	9385	DPY	DIR OF PROBATION	BOSSERT	FRANK	D.	33	11	G 04 05	48,802	50,500	53,000	1,698	3.5	2,500	5.0	4,198	8.6	68.09.04
3140	0100	0005	9385	DPY	DIR OF PROBATION	DRAFFIN	EDWARD	N.	33	11	G 04 05	48,802	50,500	53,000	1,698	3.5	2,500	5.0	4,198	8.6	57.02.15
8040	0100	0001	9352	EXEC	DIR HUMAN RIGHTS COMM	MONTANO	RICARDO	.	32	11	G 03 04	46,696	48,000	50,500	1,304	2.8	2,500	5.2	3,804	8.1	81.05.04
4230	4000	0001	9556	DIR	DRUG ABUSE SERVICES	RUGG	VICTOR	J.	33	09	G 02 03	42,744	45,500	48,000	2,756	6.4	2,500	5.5	5,256	12.3	74.11.18
6370	0100	0007	9358	SR	DPY COMM OF LABOR	VACANT			33	00	G										
7110	0100	0005	9367	CHIEF	DPY COMM PKS R & C	BERGER	HENRY	A.	32	11	G 04 05	46,696	50,500	53,000	3,804	8.1	2,500	5.0	6,304	13.5	80.01.21
1450	0100		9293	DPY	COMM OF ELECTIONS	BERGER	GERALD		29	11	G 02 03	40,976	45,073	48,000	4,097	10.0	2,927	6.5	7,024	17.1	74.06.03
1450	0100		9293	DPY	COMM OF ELECTIONS	WOLF	GEORGE		29	11	G 02 03	40,976	45,073	48,000	4,097	10.0	2,927	6.5	7,024	17.1	74.01.28
6005	1500	0700	9407	ASST	COMM OF SOC SVCS	GORDON	MARY		32	11	H 04 05	46,696	47,500	50,000	804	1.7	2,500	5.3	3,304	7.1	36.11.01
1010	0100	0025	9000	COUNSEL	TO LEGISLATURE	HOLT	LAWRENCE	J.	32	11	H 04 05	46,696	47,500	50,000	804	1.7	2,500	5.3	3,304	7.1	79.01.23
6370	0100	0011	9355	DPY	COMM OF LABOR	MASON	GEORGE	A.	32	11	H 04 05	46,696	47,500	50,000	804	1.7	2,500	5.3	3,304	7.1	65.08.02
1165	0400	0525	5735	DPY	CHF DETECT INVEST	CONLON III	J	.	32	11	H 04 05	46,696	47,500	50,000	804	1.7	2,500	5.3	3,304	7.1	71.01.04
1175	0100	0001	9389	PUBLIC	ADMINISTRATOR	MASTROIANNI	ANTHONY	.	32	11	H 04 05	46,696	47,500	50,000	804	1.7	2,500	5.3	3,304	7.1	70.09.06
1230	0100	0009	9683	SPECIAL	ASST TO CTY EXEC	RANDOLPH	JOHN	F.	31	11	H 03 04	44,694	45,000	47,500	306	0.7	2,500	5.6	2,806	6.3	80.01.21
1230	0100		9664	COUNTY	EXEC ASST V	VACANT			31	00	H										
6370	0100	0013	9354	ASST	DPY COMM OF LABOR	CARR	GEORGE	S.	30	11	I 04 05	42,770	45,500	48,000	2,730	6.4	2,500	5.5	5,230	12.2	67.07.03
6290	0100	0011	9354	ASST	DPY COMM OF LABOR	DRAGO	JOSEPH	.	30	11	I 04 05	42,770	45,500	48,000	2,730	6.4	2,500	5.5	5,230	12.2	65.07.20
1230	0600	3012	0935	DPY	DIR LABOR RELATNS	SCARITO	ROBERT	J.	30	11	I 04 05	42,770	45,500	48,000	2,730	6.4	2,500	5.5	5,230	12.2	80.03.24
4068	2700	0001	9363	VECTOR	CONTROL SUPERVINDT	SANZONE	JOSEPH	F.	30	11	I 04 05	42,770	45,500	48,000	2,730	6.4	2,500	5.5	5,230	12.2	67.10.23
1325	0100	0007	9341	DPY	CTY TREASURER	LESTER JR	EUGENE	E.	29	11	I 03 04	40,976	43,000	45,500	2,024	4.9	2,500	5.8	4,524	11.0	74.01.02
1315	0100	0010	9302	DPY	CTY COMPTROLLER	STEIN	CHARLES	K.	29	10A	I 02 03	39,286	41,000	43,000	1,714	4.4	2,000	4.9	3,714	9.5	80.12.08

DECEMBER 09, 1983				TITLE	NAME		GRADE & STEP			ANNUAL SALARY			CHANGE				SENIORITY		
DEPT	UNIT	POSN	SPEC		LAST	FIRST	1983	1984	'85	1983	1984	1985	'83 VS '84	'84 VS '85	'83 VS '85	'83 VS '85	yr	mo	dy
1420	0000	0000	6156	ASST. COUNTY ATTY III	SADOW	IRVING	. 31	10	I 03 04	40,950	43,000	45,500	2,050	5.0	2,500	5.8	4,550	11.1	74.03.11
1420	0000	0000	6156	ASST. COUNTY ATTY III	BAZELL	MICHAEL	. 31	11	I 04 05	44,694	45,500	48,000	806	1.8	2,500	5.5	3,306	7.4	75.09.22
1420	0000	0000	6156	ASST. COUNTY ATTY III	BIVONA	JOHN	. 31	11	I 04 05	44,694	45,500	48,000	806	1.8	2,500	5.5	3,306	7.4	71.09.13
1420	0000	0000	6156	ASST. COUNTY ATTY III	CIMINO	ROBERT	. 31	11	I 04 05	44,694	45,500	48,000	806	1.8	2,500	5.5	3,306	7.4	80.12.08
1420	0000	0000	6156	ASST. COUNTY ATTY III	CONWAY	JANE	. 31	11	I 04 05	44,694	45,500	48,000	806	1.8	2,500	5.5	3,306	7.4	72.07.03
1420	0000	0000	6156	ASST. COUNTY ATTY III	JOHNSTON	FRANK	. 31	11	I 04 05	44,694	45,500	48,000	806	1.8	2,500	5.5	3,306	7.4	71.01.04
1420	0000	0000	6156	ASST. COUNTY ATTY III	KLEIN	RICHARD	. 31	11	I 04 05	44,694	45,500	48,000	806	1.8	2,500	5.5	3,306	7.4	68.01.08
1712	0000	0000	6156	ASST. COUNTY ATTY III	MARTIN	DANIEL	. 31	11	I 04 05	44,694	45,500	48,000	806	1.8	2,500	5.5	3,306	7.4	72.08.07
1420	0000	0000	6156	ASST. COUNTY ATTY III	PRUDENII	JOHN	. 31	11	I 04 05	44,694	45,500	48,000	806	1.8	2,500	5.5	3,306	7.4	66.02.28
1420	0000	0000	6156	ASST. COUNTY ATTY III	LINDSAY	ARLENE	. 31	10	I 03 04	40,950	43,000	45,500	2,050	5.0	2,500	5.8	4,550	11.1	83.07.05
1712	0000	0000	6156	ASST. COUNTY ATTY III	MAGGIPIINTO	V.	. 31	10A	I 03 04	42,822	43,000	45,500	178	0.4	2,500	5.8	2,678	6.3	78.02.06
1420	0000	0000	6156	ASST. COUNTY ATTY III	DEMPSEY	PATRICIA	. 31	09	I 02 03	39,208	41,000	43,000	1,792	4.6	2,000	4.9	3,792	9.7	80.01.28
1420	0000	0000	6156	ASST. COUNTY ATTY III	EKADIS	WILLIAM	. 31	09	I 02 03	39,208	41,000	43,000	1,792	4.6	2,000	4.9	3,792	9.7	75.08.11
1420	0000	0000	6156	ASST. COUNTY ATTY III	KAMMERER	KEITH	. 31	09	I 02 03	39,208	41,000	43,000	1,792	4.6	2,000	4.9	3,792	9.7	82.08.23
1712	0000	0000	6156	ASST. COUNTY ATTY III	SELKIRK	ALEXANDER	. 31	09	I 02 03	39,208	41,000	43,000	1,792	4.6	2,000	4.9	3,792	9.7	80.03.31
1420	0000	0000	6156	ASST. COUNTY ATTY III	TROTTO	HERIHA	. 31	09	I 02 03	39,208	41,000	43,000	1,792	4.6	2,000	4.9	3,792	9.7	76.02.09
1420	0000	0000	6156	ASST. COUNTY ATTY III	FLOOD	HARRY	. 31	08	I 01 02	37,596	39,000	41,000	1,404	3.7	2,000	5.1	3,404	9.1	70.04.01
1420	0000	0000	6156	ASST. COUNTY ATTY III	LONG	JOYCE	. 31	08	I 01 02	37,596	39,000	41,000	1,404	3.7	2,000	5.1	3,404	9.1	77.04.04
1420	0000	0000	6156	ASST. COUNTY ATTY III	MARKS	MARTIN	. 31	08	I 01 02	37,596	39,000	41,000	1,404	3.7	2,000	5.1	3,404	9.1	78.02.06
1420	0000	0000	6156	ASST. COUNTY ATTY III	SABATINO	PAUL	. 31	08	I 01 02	37,596	39,000	41,000	1,404	3.7	2,000	5.1	3,404	9.1	77.09.06
1420	0000	0000	6156	ASST. COUNTY ATTY III	MCNULTY	MARION	. 31	07	I 01 02	35,984	39,000	41,000	3,016	8.4	2,000	5.1	5,016	13.9	75.09.02
1712	0000	0000	6156	ASST. COUNTY ATTY III	TERMINI	CHRIS	. 31	06	I 01 02	34,502	37,952	41,000	3,450	10.0	3,048	8.0	6,498	18.8	81.05.11
1420	0000	0000	6156	ASST. COUNTY ATTY III	WEBER	JAMES	. 31	07	I 01 02	35,984	39,000	41,000	3,016	8.4	2,000	5.1	5,016	13.9	83.06.20
1420	0000	0000	6156	ASST. COUNTY ATTY III	SKLAR	THEODORE	. 31	02	I 01 02	29,042	31,946	35,140	2,904	10.0	3,194	10.0	6,098	21.0	82.08.02
1010	0200	0205	9824	CHIEF DPTV CLERK CTY LEG	(KINSELLA)	VACANT	. 29	00	J										
6610	0100	0010	9328	DPTY COMM CONSUMER AFFS	FALLON	MARY	A. 29	11	J 04 05	40,976	43,000	45,000	2,024	4.9	2,000	4.7	4,024	9.8	82.12.20
1165	0100	0382	6167	ASST TO DIST ATTORNEY	PENNY	ARTHUR	S. 29	11	J 04 05	40,976	43,000	45,000	2,024	4.9	2,000	4.7	4,024	9.8	78.02.20
1230	0300	0220	9674	ASST TO CTY EX-PUB AFFRS	APOLLARO	ANTHONY	. 29	11	K 05 05	40,976	43,000	43,000	2,024	4.9	0	00.0	2,024	4.9	80.01.03
1230	0600	3015	0934	ASST DIR LABOR RELATIONS	GAGEN	SUSAN	J. 28	11	K 04 05	39,208	41,000	43,000	1,792	4.6	2,000	4.9	3,792	9.7	68.08.05
8040	0100	0005	9351	ASST DIR, HUMAN RTS COMM	BORRERO	PHILIP	A. 28	11	K 04 05	39,208	41,000	43,000	1,792	4.6	2,000	4.9	3,792	9.7	70.12.07
6772	0700	0001	9676	ASST TO CTY EX-SR CIT AFFS	SILKWORTH	ADELAIDE	F. 28	11	K 04 05	39,208	41,000	43,000	1,792	4.6	2,000	4.9	3,792	9.7	80.03.01
1230	0100	0012	9674	ASST TO CTY EX-PUB AFFRS	COUGHLIN	JANICE	L. 29	11	K 05 05	40,976	43,000	43,000	2,024	4.9	0	00.0	2,024	4.9	77.05.02
2370	0020	0020	9191	ADMIN ASST TO EXEC V.P.	SCHRIER	STEVEN	F. 28	10	K 02 03	35,984	37,000	39,000	1,016	2.8	2,000	5.4	3,016	8.4	76.08.16
1230	0100	0012	9663	COUNTY EXEC ASST IV	VACANT														
1230	0300	0220	9663	COUNTY EXEC ASST IV	VACANT														
6772	0700	0001	9663	COUNTY EXEC ASST IV	VACANT														
6290	0001	0010	9353	ASST TO COMM OF LABOR	PRYOR	DENIS	M 27	11	L 04 05	37,622	39,000	41,000	1,378	3.7	2,000	5.1	3,378	9.0	71.06.21
3120	1000	0050	9377	ASST TO COMM - POLICE	MC KEAN	WILLIAM	J. 27	11	L 04 05	37,622	39,000	41,000	1,378	3.7	2,000	5.1	3,378	9.0	72.10.22
3640	0100	0001	9317	DIR EMERG PREPAREDNESS	REGAN	WILLIAM	E. 27	11	L 04 05	37,622	39,000	41,000	1,378	3.7	2,000	5.1	3,378	9.0	80.02.11
1410	0100	0003	9320	SR DEPUTY COUNTY CLERK	FABRIZIO	MICHAEL	A. 27	11	L 04 05	37,622	39,000	41,000	1,378	3.7	2,000	5.1	3,378	9.0	67.01.16
1410	0200	0035	9320	SR DEPUTY COUNTY CLERK	MASCARI	HUGO	E. 27	11	L 04 05	37,622	39,000	41,000	1,378	3.7	2,000	5.1	3,378	9.0	69.09.02
3410	0100	0001	5124	FIRE MARSHALL	FISCHLER	DAVID	H. 29	02	L 01 01	26,650	29,315	32,247	2,665	10.0	2,932	10.0	5,597	21.0	77.05.02

DECEMBER 09, 1983				TITLE		NAME		GRADE & STEP			ANNUAL SALARY			CHANGE				SENIORITY 7		
DEPT	UNIT	POSN	SPEC	LAST	FIRST			1983	1984	'85	1983	1984	1985	'83 VS '84	'84 VS '85	'83 VS '85	yr	mo	dy	
1450	0100		9291	ASST COMM ELECTIONS	GLAESER	CHARLES	.	25	11	M 04 05	34,528	37,000	39,000	2,472	7.2	2,000	5.4	4,472	13.0	73.02.16
1450	0100		9291	ASST COMM ELECTIONS	McSWEENEY	BERNARD	.	25	11	M 04 05	34,528	37,000	39,000	2,472	7.2	2,000	5.4	4,472	13.0	73.02.14
1010	0200	0210	9822	DPTY CLERK CTY LEGIS	ROSKO	JOYCE	F.	25	11	M 04 05	34,528	37,000	39,000	2,472	7.2	2,000	5.4	4,472	13.0	80.11.24
6510	0100	0001	9421	DIR VETERANS SVC AGENCY	WHEELER	WILLIAM	A.	25	09	M 02 03	30,290	33,000	35,000	2,710	8.9	2,000	6.1	4,710	15.5	71.08.26
1230	0100		9661	COUNTY EXEC ASST III	VACANT			26	00	N										
1010	0000	0000	9815	LEGISLATIVE AIDE IV	NIEMI	VICTOR	S.	32	08	N 00 00	39,208	39,208	39,208	0 00.0	0 00.0	0 00.0	0	00.0	82.01.04	
1230	0100	0016	9670	ASST TO CTY EXEC - ADMIN	KUEHHAS	MARGARET	M.	23	11	0 04 05	31,902	33,000	35,000	1,098	3.4	2,000	6.1	3,098	9.7	80.01.01
1410	0400	0108	9319	DPTY COUNTY CLERK	EIMERS	FRED	J.	23	11	0 04 05	31,902	33,000	35,000	1,098	3.4	2,000	6.1	3,098	9.7	71.05.10
1410	0100	0005	9319	DPTY COUNTY CLERK	HOCH	HELENE	A.	23	11	0 04 05	31,902	33,000	35,000	1,098	3.4	2,000	6.1	3,098	9.7	69.02.10
1413	1100	0901	9319	DPTY COUNTY CLERK	LEIRER	ELAINE	A.	23	11	0 04 05	31,902	33,000	35,000	1,098	3.4	2,000	6.1	3,098	9.7	73.07.09
1410	0400	0109	9319	DPTY COUNTY CLERK	STREBBEL	EVELYN	A.	23	11	0 04 05	31,902	33,000	35,000	1,098	3.4	2,000	6.1	3,098	9.7	78.01.03
1361	0100	0116	9395	ASST TO COMM-REAL ESTATE	VERRATTI	ALLEN	V	23	10	0 03 04	29,042	31,000	33,000	1,958	6.7	2,000	6.5	3,958	13.6	82.10.04
2270	0011	0010	9197	EXEC ASST TO PRESIDENT	STRATMANN	DORIS	G.	28	02	0 01 02	25,480	26,913	29,000	1,433	5.6	2,087	7.8	3,520	13.8	81.09.14
1490	0100	0035	9390	ASST TO COMM - PUB WORKS	MALLOY	KAREN	M.	23	02	0 01 01	20,566	22,622	24,884	2,056	10.0	2,262	10.0	4,318	21.0	80.02.25
1410	0400	0110	9319	DPTY COUNTY CLERK	HUBBARD	GEORGE	W.	23	02	0 01 01	20,566	22,622	24,884	2,056	10.0	2,262	10.0	4,318	21.0	80.06.09
4005	0100		9578	ASST TO COMM (HLTH)	VACANT			23	00	0										
1230	0600	3027	5361	SAFETY OFFICER	MONGAN	KAYHLEEN	M.	20	02	P 01 02	18,044	19,848	21,832	1,804	10.0	1,984	10.0	3,788	21.0	77.06.13
1230	0100		9661	COUNTY EXEC ASST II	VACANT			23	00	P										
3110	0100	0022	5540	ASST TO THE SHERIFF	BERNAGOZZI	ANNE		23	09	P 03 04	27,794	29,000	31,000	1,206	4.3	2,000	6.9	3,206	11.5	77.02.22
2370	0021	0010	9156	MANGR SUFF COMM COLL ASSN	DIFRANCO	ADRIENNE	E.	25	03	P 01 02	23,374	25,000	27,000	1,626	7.0	2,000	8.0	3,626	15.5	79.04.16
1430	0100	0015	9369	ASST TO PRSNL OFFICER	FASCHAN	KRISTINE	M.	19	11	Q 04 05	26,832	29,000	31,000	2,168	8.1	2,000	6.9	4,168	15.5	72.10.01
1010	0000	0000	9819	LEGISLATIVE ASSISTANT	VACANT			22	00	Q										
1010	0000	0000	9816	LEGISLATIVE AIDE III	CROSS	WARREN	.	31	04	Q 00 00	31,668	31,668	31,668	0 00.0	0 00.0	0 00.0	0	00.0	78.07.24	
1010	0000	0000	9816	LEGISLATIVE AIDE III	LA MURA	JOHN	J.	31	11	Q 00 00	44,694	44,694	44,694	0 00.0	0 00.0	0 00.0	0	00.0	80.01.03	
1010	0000	0000	9816	LEGISLATIVE AIDE III	MAJUK	WILLIAM	A.	31	10	Q 00 00	40,950	40,950	40,950	0 00.0	0 00.0	0 00.0	0	00.0	73.08.27	
1010	0000	0000	9816	LEGISLATIVE AIDE III	MEYER	PHILIP	H.	31	02	Q 00 00	29,042	29,042	29,042	0 00.0	0 00.0	0 00.0	0	00.0	83.03.21	
1010	0000	0000	9816	LEGISLATIVE AIDE III	PEARSALL	TERRENCE	G.	31	10	Q 00 00	40,950	40,950	40,950	0 00.0	0 00.0	0 00.0	0	00.0	74.08.05	

DECEMBER 09, 1983				TITLE		NAME		GRADE & STEP			ANNUAL SALARY			CHANGE						SENIORITY 8		
DEPT	UNET	POSN	SPEC	LAST	FIRST			1983	1984	'85	1983	1984	1985	'83 VS '84	'84 VS '85	'83 VS '85	yr	mo	dy			
1010	0000	0000	9817	LEGISLATIVE AIDE	II	CHAYES	CONRAD	A.	24	03	T 04 05	22,438	24,500	26,000	2,062	9.2	1,500	6.1	3,562	15.9	80.01.08	
1010	0000	0000	9817	LEGISLATIVE AIDE	II	FARRELL	JACQUELINE	P.	24	03	T 04 05	22,438	24,500	26,000	2,062	9.2	1,500	6.1	3,562	15.9	80.08.05	
1010	0000	0000	9817	LEGISLATIVE AIDE	II	HARRIS	SCOTT	L.	24	03	T 04 05	22,438	24,500	26,000	2,062	9.2	1,500	6.1	3,562	15.9	80.07.16	
1010	0000	0000	9817	LEGISLATIVE AIDE	II	HOFFMAN	GEORGE	.	24	03	T 04 05	22,438	24,500	26,000	2,062	9.2	1,500	6.1	3,562	15.9	80.01.02	
1010	0000	0000	9817	LEGISLATIVE AIDE	II	SHANAHAN	THOMAS	J.	24	03	T 04 05	22,438	24,500	26,000	2,062	9.2	1,500	6.1	3,562	15.9	80.02.04	
1010	0000	0000	9817	LEGISLATIVE AIDE	II	ALLEN	VIRGINIA	.	24	02	T 03 04	21,450	23,000	24,500	1,550	7.2	1,500	6.5	3,050	14.2	80.09.08	
1010	0000	0000	9817	LEGISLATIVE AIDE	II	ANTOS	JUDITH	A.	24	02	T 03 04	21,450	23,000	24,500	1,550	7.2	1,500	6.5	3,050	14.2	80.01.02	
1010	0000	0000	9817	LEGISLATIVE AIDE	II	BORGHARDT	EDITH	.	24	02	T 03 04	21,450	23,000	24,500	1,550	7.2	1,500	6.5	3,050	14.2	82.02.17	
1010	0000	0000	9817	LEGISLATIVE AIDE	II	DeTOFHAL	FRANCES	.	24	02	T 03 04	21,450	23,000	24,500	1,550	7.2	1,500	6.5	3,050	14.2	82.01.04	
1010	0000	0000	9817	LEGISLATIVE AIDE	II	FITZGIBBON	MADELEINE	A.	24	02	T 03 04	21,450	23,000	24,500	1,550	7.2	1,500	6.5	3,050	14.2	82.08.02	
1010	0000	0000	9817	LEGISLATIVE AIDE	II	GHARDNER	JUDITH	.	24	02	T 03 04	21,450	23,000	24,500	1,550	7.2	1,500	6.5	3,050	14.2	76.08.09	
1010	0000	0000	9817	LEGISLATIVE AIDE	II	HALL	ARTHUR	J.	24	02	T 03 04	21,450	23,000	24,500	1,550	7.2	1,500	6.5	3,050	14.2	82.08.30	
1010	0000	0000	9817	LEGISLATIVE AIDE	II	KENT	CHRISTOPHER	.	24	02	T 03 04	21,450	23,000	24,500	1,550	7.2	1,500	6.5	3,050	14.2	82.01.04	
1010	0000	0000	9817	LEGISLATIVE AIDE	II	LAUBER	JANET	D.	24	02	T 03 04	21,450	23,000	24,500	1,550	7.2	1,500	6.5	3,050	14.2	81.06.22	
1010	0000	0000	9817	LEGISLATIVE AIDE	II	MARTIN	ROBERT	N.	24	02	T 03 04	21,450	23,000	24,500	1,550	7.2	1,500	6.5	3,050	14.2	81.09.04	
1010	0000	0000	9817	LEGISLATIVE AIDE	II	McALEVEY	PHYLLIS	.	24	02	T 03 04	21,450	23,000	24,500	1,550	7.2	1,500	6.5	3,050	14.2	79.02.26	
1010	0000	0000	9817	LEGISLATIVE AIDE	II	REILLY	KEVIN	.	24	02	T 03 04	21,450	23,000	24,500	1,550	7.2	1,500	6.5	3,050	14.2	81.02.02	
1010	0000	0000	9817	LEGISLATIVE AIDE	II	WAGNER	VIRGINIA	.	24	02	T 03 04	21,450	23,000	24,500	1,550	7.2	1,500	6.5	3,050	14.2	77.04.11	
1010	0000	0000	9817	LEGISLATIVE AIDE	II	REISINGER	ARNOLD	R.	24	08	T 00 00	27,794	27,794	27,794	0	00.0	0	00.0	0	00.0	80.06.02	
1230	0100		9660	COUNTY EXEC ASST I		VACANT			21	00	V											
1185	6000	0015	2822	SR DPTY CITY MED EXAMINER		ZERVALIS	PETER	.	00	00	Y 04 05	15,000	16,500	18,000	1,500	10.0	1,500	9.1	3,000	20.0		
1185	6000	0025	2821	DPTY MEDICAL EXAMINER		COCK	RICHARD	.	00	00	Z 01 01	8,500	9,350	10,285	850	10.0	935	10.0	1,785	21.0		
1185	6000	0027	2821	DPTY MEDICAL EXAMINER		HELLMAN	BARRY	.	00	00	Z 01 01	7,200	7,920	8,712	720	10.0	792	10.0	1,512	21.0		
1185	6000	0031	2821	DPTY MEDICAL EXAMINER		VACANT			00	00	Z											
1185	6000	0024	2821	DPTY MEDICAL EXAMINER		KORMAN	ELISE	.	00	00	Z 01 01	8,500	9,350	10,285	850	10.0	935	10.0	1,785	21.0		
1185	6000	0026	2821	DPTY MEDICAL EXAMINER		VACANT			00	00	Z											
1185	6000	0020	2821	DPTY MEDICAL EXAMINER		VAUTRIN GDNR	MAURICE	.	00	00	Z 01 01	8,500	9,350	10,285	850	10.0	935	10.0	1,785	21.0		
1185	6000	0010	2826	NEUROPATHOLOGIST (PT50%)		BUDZILOVICH	GLEB	N.	00	00	Z 01 01	4,000	4,400	4,840	400	10.0	440	10.0	840	21.0	67.05.01	

OCTOBER 13, 1983

	NO.	GRADE	HOURLY RATE					HOURS IN EXCESS OF 350 AT CLOSE OF FISCAL YEAR							COST OF EXCESS HOURS IN FISCAL YEAR @ HOURLY RATE							SAVING		
			1981	1982	1983	1984	1985	1983	1984	1985	1986	1987	1988	1989	84@81	85@82	86@83	TOTAL	84@83	85@84	86@85		TOTAL	
100% Commitment	<u>TOTAL ALL</u>		198	2,966	3,206	4,516	4,694	4,886	18,112	15,631	19,076	23,513	25,934	26,740	27,394	378,107	364,099	474,618	1,199,643	421,410	412,144	511,369	1,344,923	-145,28
50% Commitment				1,483	1,603	2,258	2,347	2,443	9,056	7,816	9,538	11,757	12,967	13,370	13,697	189,054	182,050	237,309	599,822	210,705	206,072	255,685	672,462	-72,64
25% Commitment				742	802	1,129	1,174	1,222	4,528	3,908	4,769	5,878	6,484	6,685	6,849	94,527	91,025	118,655	299,911	105,353	103,036	127,842	336,231	-36,3
10% Commitment				297	321	452	469	489	1,811	1,563	1,908	2,351	2,593	2,674	2,739	37,811	36,410	47,462	119,964	42,141	41,214	51,137	134,492	-14,52
	1	@ A +		0	0	36	38	38	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	8	@ A		157	169	282	294	302	1,447	943	949	956	963	969	976	46,294	31,658	33,758	111,021	51,471	34,794	36,356	122,621	-11,6
	11	@ B		255	273	379	394	404	702	1,078	1,230	1,440	1,470	1,482	1,525	20,255	32,622	42,720	95,597	24,494	38,787	45,103	108,384	-12,7
	10	@ C		194	209	324	336	342	194	495	716	943	1,094	1,162	1,180	11,358	15,138	23,880	44,697	6,485	17,207	25,082	48,774	-4,077
	16	@ D		208	223	485	500	520	997	885	1,010	1,184	1,360	1,419	1,470	26,040	25,287	30,841	82,168	29,736	27,691	33,103	90,530	-8,36
	14	@ E		332	354	394	404	425	1,172	1,744	2,193	2,284	2,290	2,296	2,315	27,783	45,071	61,758	134,612	32,907	50,483	66,665	150,055	-15,4
	14	@ F		277	296	368	380	399	4,453	1,612	1,937	2,126	2,389	2,418	2,463	55,905	39,190	51,364	146,459	65,536	44,258	55,693	165,487	-19,0
	10	@ G		205	220	260	270	280	765	1,071	1,207	1,445	1,625	1,657	1,677	18,135	26,516	31,882	76,533	20,667	29,595	34,426	84,688	-8,15
	7	@ H		155	165	178	181	190	1,436	794	814	1,080	1,069	1,080	1,092	31,761	18,736	20,865	71,362	36,848	20,644	22,252	79,744	-8,38
	6	@ I		119	127	137	146	154	815	690	740	1,002	1,028	1,035	1,053	16,805	15,220	17,356	49,381	19,153	17,182	19,408	55,743	-6,36
	27	@ J		429	479	604	620	641	3,208	2,545	3,003	3,503	3,862	4,028	4,144	74,176	53,883	67,662	184,908	75,047	59,363	71,441	205,851	-20,94
	6	@ K		86	92	127	132	138	805	558	658	840	961	968	987	14,599	10,392	13,711	38,702	17,285	12,169	15,026	44,480	-5,77
	6	@ L		100	107	118	122	129	769	936	1,022	1,067	1,092	1,099	1,112	13,838	17,086	20,377	51,301	15,895	19,459	22,343	57,697	-6,3
	4	@ M		54	58	74	79	83	414	378	551	636	710	748	754	5,780	5,967	10,012	21,759	7,171	7,240	11,350	25,761	-4,0
	1	@ N		0	0	22	22	22	0	0	0	57	104	124	124	0	0	0	0	0	0	0	0	0
	15	@ O		168	180	232	245	259	306	828	1,252	1,896	2,105	2,179	2,275	4,618	12,067	20,311	36,996	5,378	14,092	22,403	41,873	-4,87
	3	@ P		20	21	38	47	50	17	161	282	304	311	317	324	176	1,782	3,915	5,873	218	2,202	4,433	6,853	-98
	11	@ Q		102	121	181	187	193	612	696	874	1,121	1,291	1,399	1,472	10,584	11,182	16,456	38,222	13,119	14,067	17,417	44,603	-6,7
	19	@ T		105	112	230	246	261	0	217	638	1,629	2,210	2,360	2,451	0	2,302	7,750	10,052	0	2,911	8,868	11,779	-1,7
	1	@ V		0	0	9	9	10	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	1	@ Y		0	0	8	9	10	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	7	@ Z		0	0	30	33	36	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

OCTOBER 13, 1983			TITLE	NAME		GRADE & STEP			HOURLY RATE				HOURS IN EXCESS OF 350 AT CLOSE OF FISCAL YEAR					COST OF EXCESS HOURS IN FISCAL YEAR @ HOURLY RATE							2					
DEPT	UNIT	POSN	SPEC	LAST	FIRST	1983	1984	'85	1981	1982	1983	1984	1985	1986	1987	1988	1989	84/81	85/82	86/83	TOTAL	84/83	85/84	86/85	TOTAL	SAVINGS				
1230	0100	0001	9696	COUNTY EXECUTIVE	COHALAN	PETER	F.	00 00	A. + +		35.72	38.37	38.37	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
4005	1000	0001	9598	COMM HEALTH SERVICES	HARRIS M.D.	DAVID	.	42 11	A 05 05	32.83	35.13	35.57	38.31	38.31	21	130	136	143	150	156	163	689	4,567	4,838	10,094	747	4,980	5,210	10,937	-843
2300	0100	0001	9199	PRESIDENT COMM. COLL.	VACANT			42	A 05 05		35.16	38.31	38.31	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
1230	0100	0003	9694	CHIEF DPTY CITY EXECUTIVE	GALLAGHER	JOHN	C.	40 11	A 04 05	32.12	34.37	35.57	36.67	38.31	177	208	208	208	208	208	208	5,685	7,149	7,399	20,233	6,296	7,627	7,968	21,891	-1,658
3120	1000	0001	9381	COMM OF POLICE	DILWORTH	DONALD	J.	40 11	A 04 05	32.24	34.66	35.57	36.68	38.32	280	189	189	189	189	189	189	9,027	6,551	6,723	22,301	9,960	6,933	7,242	24,135	-1,834
1490	0100	0001	9394	COMM OF PUBLIC WORKS	CASS	ALBERT	B.	41 11	A 04 05	28.05	30.01	35.57	36.67	38.31	226	208	208	208	208	208	208	6,339	6,242	7,399	19,980	8,039	7,627	7,968	23,634	-3,654
8020	0100	0001	9376	PLANNING DIRECTOR	KOPPELMAN	LEE	E.	40 11	A 04 05	32.12	34.37	35.57	36.67	38.31	743	208	208	208	208	208	208	23,865	7,149	7,399	38,413	26,429	7,627	7,968	42,024	-3,611
1315	0100	0001	9304	COMPTROLLER	CAPUTO	JOSEPH	.	38 11	A 03 04		33.42	35.03	36.68	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
1165	0100	0001	9333	DISTRICT ATTORNEY	HENRY	PATRICK		00 00	A 00 00		35.80	35.67	35.67	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
6005	1000	0001	9409	COMM OF SOCIAL SERVICES	ROMANO	ANITA	.	39 11	B 05 05	26.09	27.92	34.99	36.67	36.67	166	208	208	208	208	208	208	4,331	5,807	7,278	17,416	5,808	7,627	7,627	21,062	-3,646
1420	0100	1005	9360	COUNTY ATTORNEY	GILMARTIN	DAVID	J.	39 11	B 05 05	27.28	29.19	34.99	36.67	36.67	0	0	0	94	124	124	130	0	0	0	0	0	0	0	0	
4310	5000	0001	9526	DIR COMM MENTAL HLTH SVCS	ACKERMAN	JOHN	J.	40 10	B 05 05	26.68	28.55	33.14	35.03	36.67	58	208	208	208	208	208	208	1,547	5,938	6,893	14,378	1,922	7,286	7,627	16,835	-2,457
4010	2000	0001	9506	DIR OF PUBLIC HEALTH	ZAKI	MAHFOUZ	H.	40 11	B 05 05	32.12	34.37	35.57	36.67	36.67	202	189	189	189	189	189	208	6,488	6,496	6,723	19,707	7,185	6,931	6,931	21,047	-1,340
4100	3000	0005	9516	DIR PATIENT CARE SVCS	STEBEL	WILLIAM	.	40 11	B 05 05	29.32	31.37	35.70	36.67	36.67	0	0	105	124	124	130	136	0	0	3,749	3,749	0	0	3,850	3,850	-101
2370	0020	0010	9194	EXECUTIVE VICE PRESIDENT	KRELLING	ROBERT	T.	39 11	B 05 05	30.69	32.84	34.99	36.67	36.67	126	161	161	161	161	161	161	3,867	5,287	5,633	14,787	4,409	5,904	5,904	16,217	-1,430
1490	0100	0003	9393	CHIEF DPTY COMM PUB WKS	WEBER	ROBERT	E.	40 11	B 04 05	28.05	30.01	35.57	35.56	36.67	73	208	208	208	208	208	208	2,048	6,242	7,399	15,689	2,597	7,396	7,627	17,620	-1,931
1185	0100	0100	9536	CHIEF MEDICAL EXAMINER	VACANT			40 00	B 04 05		33.52	35.03	36.67	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
1325	0100	0001	9343	COUNTY TREASURER	TUTHILL	JEAN	H.	38 11	B 04 05		33.41	35.03	36.67	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
1025	0300	0001	0250	DIR BUDGET REVIEW	GRUEN	DONALD		38 11	B 04 05	25.63	27.42	33.41	35.03	36.67	77	104	124	124	124	130	136	1,974	2,852	4,143	8,969	2,573	3,643	4,547	10,763	-1,794
1232	0200	0205	9686	DIFTY CITY EX FIN AFFAIRS	BROTHERTON JR	WILLIAM	D.	38 11	B 04 05	29.32	31.37	33.41	35.03	36.67	0	0	27	124	124	124	130	0	0	902	902	0	0	990	990	-88

APPENDIX B-2

OCTOBER 13, 1983				TITLE		NAME		GRADE & STEP					HOURLY RATE					HOURS IN EXCESS OF 350 AT CLOSE OF FISCAL YEAR							COST OF EXCESS HOURS IN FISCAL YEAR @ HOURLY RATE							3			
DEPT	UNIT	POSN	SPEC	LAST	FIRST	1983	1984	'85	1981	1982	1983	1984	1985	1983	1984	1985	1986	1987	1988	1989	84@81	85@82	86@83	TOTAL	84@83	85@84	86@85	TOTAL SAVINGS							
6370	0100	0001	9357	COMM OF LABOR	ALLMENDINGER	RAYMOND	C.	39	11	C 05 05	0.00	0.00	34.99	35.03	35.03	0	0	0	0	69	104	104	0	0	0	0	0	0	0	0	0	0	0	0	
4400	2600	0001	9502	DIR ENVIRONMENTAL HLTH	DAVIDS	HERBERT	W.	38	11	C 05 05	29.32	31.37	33.41	35.03	35.03	187	208	208	208	208	208	208	5,483	6,525	6,949	18,957	6,248	7,286	7,286	20,820	-1,863				
1185	6000	0005	9534	DEPT CHIEF MED EXAMINER	BADEN	MICHAEL	M.	38	11	C 05 05	29.32	31.37	33.41	35.03	35.03	0	0	0	46	104	124	124	0	0	0	0	0	0	0	0	0	0	0	0	
2300	0001	0010	9166	VICE PRESIDENT-ACAD AFF	SAAL	JOHN	J.	37	11	C 05 05	28.05	30.01	33.84	35.03	35.03	7	161	161	161	161	161	161	196	4,832	5,448	10,476	237	5,640	5,640	11,517	-1,041				
2370	0030	0010	9176	VICE PRESIDENT-ADMIN	HARRINGTON	JOHN	C.	37	11	C 05 05	28.05	30.01	34.39	35.03	35.03	0	45	161	161	161	161	161	0	1,350	5,537	6,887	0	1,576	5,640	7,216	-329				
1490	0100	0005	9392	DEPT COMM PUBLIC WORKS	SUCKOW	WILLIAM	R.	37	11	C 04 05	24.52	26.24	31.97	33.39	35.03	0	0	62	136	143	150	156	0	0	1,982	1,982	0	0	2,172	2,172	-190				
1230	0100	0004	9685	DEPT CITY EX-ADMIN	DEMARTINI	HOWARD	C.	37	11	C 04 05	28.05	30.01	31.97	33.39	35.03	0	0	0	107	124	124	130	0	0	0	0	0	0	0	0	0	0	0	0	
1232	0100	0105	9685	DEPT CITY EX-ADMIN	JONES	FRANK	R.	37	11	C 04 05	28.05	30.01	31.97	33.39	35.03	0	81	124	124	124	130	136	0	2,431	3,964	6,395	0	2,705	4,344	7,049	-654				
3110	0100	0001	9405	SHERIFF	FINNERTY	JOHN	P.	00	00	C 03 04		28.88	31.75	31.75		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
3120	1000	0003	9379	DEPT COMM OF POLICE	VACANT		PD	C 01 02	0.00	0.00	28.84	28.73	30.10		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

OCTOBER 13, 1983				TITLE		NAME		GRADE & STEP		HOURLY RATE					HOURS IN EXCESS OF 350 AT CLOSE OF FISCAL YEAR						COST OF EXCESS HOURS IN FISCAL YEAR @ HOURLY RATE						4			
DEPT	UNIT	POSN	SPEC	LAST	FIRST	1983	1984	'85	1981	1982	1983	1984	1985	1983	1984	1985	1986	1987	1988	1989	84@81	85@82	86@83	TOTAL	84@83	85@84	86@85	TOTAL	SAVINGS	
1361	0100	0105	9398	COMM OF REAL ESTATE	MITCHELL	SIDNEY	L.	38 11 D 05 05	29.32	31.37	33.41	33.39	33.39	9	130	136	143	150	156	163	264	4,078	4,564	8,886	301	4,361	4,541	9,183	-297	
1185	6000	0040	2824	DPTY MEDICAL EXAM-PATH	ALBUKERK	JAK	.	37 11 D 05 05		34.66	34.53	34.53		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1185	6000	0041	2824	DPTY MEDICAL EXAM-PATH	VACANT			37 11 D 05 05		34.66	34.53	34.53		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1232	0200	0210	0246	BUDGET DIRECTOR	SOLEO	LOUIS	M.	36 11 D 04 05	26.83	28.71	30.59	31.75	33.39	487	189	189	208	208	208	208	13,066	5,426	5,782	24,274	14,897	6,001	6,311	27,209	-2,935	
1420	0100	1010	6108	CHIEF DPTY CITY ATTORNEY	ASHARE	MARTIN	.	36 11 D 04 05	20.05	21.45	30.59	31.75	33.39	0	0	41	124	124	124	130	0	0	1,254	1,254	0	0	1,369	1,369	-115	
6410	0100	0001	9325	COMM ECON DEVELOPMENT	GLACALONE	JOSEPH	C.	36 11 D 04 05	26.83	28.71	30.59	31.75	33.39	0	33	104	124	124	124	130	0	947	3,181	4,128	0	1,048	3,473	4,521	-393	
1610	0100	0001	9600	COMM GENERAL SERVICES	REESE	JAMES	E.	36 11 D 04 05	26.83	28.71	30.59	31.75	33.39	0	0	0	38	124	124	130	0	0	0	0	0	0	0	0	0	0
7110	0100	0001	9368	COMM PARKS REC & CONSV	CHESTER	JOHN	D.	36 11 D 04 05	26.83	28.71	31.02	31.75	33.39	124	136	143	150	156	163	169	3,327	3,905	4,436	11,668	3,846	4,318	4,775	12,939	-1,271	
1410	0100	0001	9322	COUNTY CLERK	FELICE	ARTHUR	J.	00 00 D 04 05		28.88	31.75	31.75		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
3140	0100	0001	9386	DIRECTOR OF PROBATION	EDEEN	RONALD	J.	36 11 D 04 05	26.83	28.71	30.59	31.75	33.39	60	208	208	208	208	208	208	1,610	5,972	6,363	13,945	1,835	6,604	6,945	15,384	-1,439	
1430	0100	0001	9370	PERSONNEL OFFICER	SCHNEIDER	ALAN	L.	36 11 D 04 05	0.00	0.00	30.59	31.75	33.39	0	0	0	0	58	104	124	0	0	0	0	0	0	0	0	0	0
1185	6000	0043	2824	DPTY MEDICAL EXAM-PATH	MENCHEL	SIGMUND	M.	37 10 D 03 04		29.16	30.10	31.75		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
6005	1000	0005	9410	CHIEF DPTY COMM SOC SVCS	VACANT			37 00 D 02 03	0.00	0.00	26.92	28.46	30.10	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1355	0100	0001	9402	DIR REAL PROP TAX SVC	RYAN	T	J.	34 11 D 02 03	24.52	26.24	27.94	28.46	30.10	317	189	189	189	208	208	208	7,773	4,959	5,281	18,013	8,857	5,379	5,689	19,925	-1,912	
1185	6000	0042	2824	DPTY MEDICAL EXAM-PATH	FERNANDEZ	JOSE	P.	37 01 D 02 03		26.92	28.46	30.10		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1185	6000	0040	2824	DPTY MEDICAL EXAM-PATH	ZABSKI	ZDZISLAW	.	38 09 D 02 03		27.90	28.46	30.10		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

OCTOBER 13, 1983				TITLE		NAME		GRADE & STEP		HOURLY RATE					HOURS IN EXCESS OF 350 AT CLOSE OF FISCAL YEAR					COST OF EXCESS HOURS IN FISCAL YEAR @ HOURLY RATE															
DEPT	UNIT	POSN	SPEC	LAST	FIRST	1983	1984	'85	1981	1982	1983	1984	1985	1983	1984	1985	1986	1987	1988	1989	84@81	85@82	86@83	TOTAL	84@83	85@84	86@85	TOTAL	SAVINGS						
2570	0010	0010	9190	EXECUTIVE DEAN	COOK	R	D.	35	11	E	04	05	25.63	27.42	29.21	30.10	31.75	28	161	208	208	208	208	208	208	718	4,415	6,076	11,209	818	4,846	6,604	12,268	-1,059	
2470	0040	0010	9190	EXECUTIVE DEAN	HUDSON	WILLIAM	C.	35	11	E	04	05	24.52	26.24	29.21	30.10	31.75	0	98	161	161	161	161	161	161	0	2,572	4,703	7,275	0	2,950	5,112	8,062	-787	
2670	0010	0010	9190	EXECUTIVE DEAN	PEVEY	B	W.	35	11	E	04	05	25.63	27.42	29.21	30.10	31.75	98	161	161	161	161	161	161	161	2,512	4,415	4,703	11,630	2,863	4,846	5,112	12,821	-1,191	
1315	0100	0005	9303	CHIEF DEPT. CITY COMPTROLLER	BOURNE	LEONARD	G.	34	11	E	03	04	24.52	26.24	27.94	28.74	30.10	481	208	208	208	208	208	208	208	11,794	5,458	5,812	23,064	13,439	5,978	6,261	25,678	-2,614	
1325	0100	0004	9342	CHIEF DEPT. CITY TREASURER	RAINS	G	L.	34	11	E	03	04	24.52	26.24	27.94	28.74	30.10	114	189	189	208	208	208	208	208	2,795	4,959	5,281	13,035	3,185	5,432	5,689	14,306	-1,271	
1010	0200	0200	9826	CLERK OF CITY LEGISLATURE	ROGERS	WILLIAM	H.	34	11	E	03	04	18.12	19.39	27.94	28.74	30.10	171	124	124	124	130	136	143	143	3,099	2,404	3,465	8,968	4,778	3,564	3,732	12,074	-3,106	
2500	0001	0010	9180	DEAN OF INSTRUCTION	DOLAN	GRACE	M.	34	11	E	03	04	24.52	26.24	27.94	28.74	30.10	56	161	161	161	161	161	161	161	1,373	4,225	4,498	10,096	1,565	4,627	4,846	11,038	-942	
2600	0001	0010	9180	DEAN OF INSTRUCTION	LA LIMA	SALVATORE	J.	34	11	E	03	04	24.52	26.24	27.94	28.74	30.10	0	161	161	161	161	161	161	161	0	4,225	4,498	8,723	0	4,627	4,846	9,473	-750	
2650	0010	0010	9172	DEAN OF STUDENTS	PARRISH	ALLIE	A.	34	11	E	03	04	24.52	26.24	27.94	28.46	30.10	0	108	161	161	161	161	161	161	0	2,834	4,498	7,332	0	3,074	4,846	7,920	-588	
2450	0010	0010	9172	DEAN OF STUDENTS	TATUM	GLEN	R.	34	11	E	03	04	24.52	26.24	27.94	28.46	30.10	0	70	161	161	161	161	161	161	0	1,837	4,498	6,335	0	1,992	4,846	6,838	-503	
2550	0010	0010	9172	DEAN OF STUDENTS	ZAGAROW	HERBERT	W.	34	11	E	03	04	24.52	26.24	27.94	28.46	30.10	224	161	161	161	161	161	161	161	5,492	4,225	4,498	14,215	6,259	4,582	4,846	15,687	-1,472	
1230	0600	3010	0936	DIRECTOR LABOR RELATIONS	FARNETT	JACK	J.	34	11	E	03	04	24.52	26.24	27.94	28.74	30.11	0	72	104	124	124	124	130	130	0	1,889	2,906	4,795	0	2,069	3,131	5,200	-405	
1420	0100	1015	6109	DEPT. COUNTY ATTORNEY	SMITH	ALLEN	M.	34	11	E	03	04	20.05	21.45	27.94	28.74	30.10	0	0	72	124	124	124	130	130	0	0	2,012	2,012	0	0	2,167	2,167	-155	
2400	0001	0010	9180	DEAN OF INSTRUCTION	ARRIGON	ROBERT	L.	34	10	E	02	03	21.53	23.04	26.77	27.09	28.74	0	70	161	161	161	161	161	161	161	0	1,613	4,310	5,923	0	1,896	4,627	6,523	-600

OCTOBER 13, 1983			TITLE		NAME		GRADE & STEP		HOURLY RATE					HOURS IN EXCESS OF 350 AT CLOSE OF FISCAL YEAR					COST OF EXCESS HOURS IN FISCAL YEAR @ HOURLY RATE					6										
DEPT	UNIT	POSN	SPEC	LAST	FIRST	1983	1984	'85	1981	1982	1983	1984	1985	1983	1984	1985	1986	1987	1988	1989	84@81	85@82	86@83	TOTAL	84@83	85@84	86@85	TOTAL	SAVINGS					
6370	0100	0010	9356	CHIEF DPTY COMM LABOR	RICHARDS	WILLIAM	C.	34	11	F	04	05	0.00	0.00	27.94	28.74	30.10	0	0	0	0	97	104	124	0	0	0	0	0	0	0	0	0	
6610	0100	0001	9330	COMM OF CONSUMER AFFAIRS	ROSENBLUM	KENNETH	A.	34	11	F	04	05	24.52	26.24	27.94	28.74	30.10	0	5	130	136	143	150	156	0	131	3,632	3,763	0	144	3,913	4,057	-294	
1450	0100		9295	COMM OF ELECTIONS	COVENEY			34	11	F	04	05	24.52	26.24	27.94	28.74	30.10	550	208	208	208	208	208	208	13,486	5,458	5,812	24,756	15,367	5,978	6,261	27,606	-2,850	
1450			9295	COMM OF ELECTIONS	MENAB			34	11	F	04	05	24.52	26.24	27.94	28.74	30.10	639	208	208	208	208	208	208	15,668	5,458	5,812	26,938	17,854	5,978	6,261	30,093	-3,155	
3310	0100	0001	9412	DIR OF TRAFFIC SAFETY	STRANG	RICHARD	A.	34	11	F	04	05	24.52	26.24	27.94	28.74	30.10	151	189	189	208	208	208	208	3,703	4,959	5,281	13,943	4,219	5,432	5,689	15,340	-1,397	
4005	1100	0099	9595	DPTY COMM HLTH SVCS-ADMIN	O'BRIEN	PAUL		34	11	F	04	05	24.52	26.24	27.94	28.74	30.10	63	189	189	208	208	208	208	1,545	4,959	5,281	11,785	1,760	5,432	5,689	12,881	-1,096	
2340	0010	0010	9126	EXEC DIR OF LIBRARIES	JOHNSON	LEONARD	R.	34	11	F	04	05	24.52	26.24	27.94	28.74	30.10	161	161	161	161	161	161	161	3,948	4,225	4,498	12,671	4,498	4,627	4,846	13,971	-1,300	
1410	0100	0002	9321	CHIEF DPTY COUNTY CLERK	HINES	EDWARD	R.	32	11	F	02	03	22.50	24.08	25.66	26.00	27.37	280	208	208	208	208	208	208	6,300	5,009	5,337	16,646	7,185	5,408	5,693	18,286	-1,640	
1610	0100	0003	9601	DPTY COMM OF GEN'L SVCS	BINGIORNO	ANDREW	J.	32	11	F	02	03	22.50	24.08	25.66	26.00	27.37	0	0	0	99	124	124	124	0	0	0	0	0	0	0	0	0	0
1420	0102	1022	6102	SR ASST COUNTY ATTORNEY	COSTELLO	PAUL	G.	32	11	F	02	03	20.93	22.40	25.66	26.00	27.37	308	189	189	208	208	208	208	6,446	4,234	4,850	15,530	7,903	4,914	5,173	17,990	-2,460	
1420	0104	1021	6102	SR ASST COUNTY ATTORNEY	JACKSON JR.	ALFRED		31	11	F	02	03	22.80	24.40	24.56	26.00	27.37	0	28	143	150	156	163	169	0	683	3,512	4,195	0	728	3,914	4,642	-447	
1420	0107	1023	6102	SR ASST COUNTY ATTORNEY	KENT	WILLIAM	J.	32	11	F	02	03	24.96	26.71	25.66	26.00	27.37	0	19	104	124	124	124	130	0	507	2,669	3,176	0	494	2,846	3,340	-164	
1712	0100	1024	6102	SR ASST COUNTY ATTORNEY	FINNERTY, JR.	JOHN	P.	32	09	F	01	02	0.00	0.00	23.49	24.63	26.00	0	0	0	0	128	136	143	0	0	0	0	0	0	0	0	0	
1420	0105	1025	6102	SR ASST COUNTY ATTORNEY	KELLEY	EUGENE	R.	32	09	F	01	02	16.03	17.15	22.50	24.63	26.00	300	208	208	208	208	208	208	4,809	3,567	4,680	13,056	6,750	5,123	5,408	17,281	-4,225	
1230	0300	0201	9682	ASST DPTY COUNTY EXEC	AMRHEIN	ALICE		34	11	G	05	05	24.52	26.24	27.94	29.01	29.01	0	0	20	124	124	124	130	0	0	559	559	0	0	580	580	-21	
1361	0100	0110	9396	DPTY COMM REAL ESTATE	LOOWOOD	WILLIAM	R.	34	11	G	05	05	24.52	26.24	27.94	29.01	29.01	143	189	189	208	208	208	208	3,506	4,959	5,281	13,746	3,995	5,483	5,483	14,961	-1,215	
2370	0040	0010	9177	DEAN OF FINANCIAL AFFAIRS	HANLON	KEVIN		33	11	G	04	05	23.52	25.17	26.81	27.64	29.01	192	161	161	161	161	161	161	4,516	4,052	4,316	12,884	5,148	4,450	4,671	14,269	-1,385	
3140	0100	0007	9385	DPTY DIR OF PROBATION	BENJAMIN	WILLIAM	P.	33	11	G	04	05	23.52	25.17	26.80	27.64	29.00	152	208	208	208	208	208	208	3,575	5,235	5,574	14,384	4,074	5,749	6,032	15,855	-1,471	
3140	0100	0006	9385	DPTY DIR OF PROBATION	BOSSERT	FRANK	D.	33	11	G	04	05	23.52	25.17	26.80	27.64	29.00	35	208	208	208	208	208	208	823	5,235	5,574	11,632	938	5,749	6,032	12,719	-1,087	
3140	0100	0005	9385	DPTY DIR OF PROBATION	DRAFFIN	EDWARD	N.	33	11	G	04	05	23.52	25.17	26.80	27.64	29.00	243	208	208	208	208	208	208	5,715	5,235	5,574	16,524	6,512	5,749	6,032	18,293	-1,769	
8040	0100	0001	9352	EXEC DIR HUMAN RIGHTS COMM	MONTANO	RICARDO		32	11	G	03	04	20.93	22.40	25.66	26.27	27.64	0	0	0	49	124	124	124	0	0	0	0	0	0	0	0	0	0
1230	0100	0005	9682	ASST DPTY COUNTY EXEC	O'NEIL	JOHN	J.	34	08	G	02	03	23.49	25.13	23.49	24.90	26.27	0	0	77	124	130	136	143	0	0	1,809	1,809	0	0	2,023	2,023	-214	
4230	4000	0001	9556	DIR DRUG ABUSE SERVICES	RUGG	VICTOR	J.	33	09	G	02	03	17.35	18.56	23.49	24.90	26.27	0	97	136	143	150	156	163	0	1,800	3,195	4,995	0	2,415	3,573	5,988	-993	
5370	0100	0007	9358	SR DPTY COMM OF LABOR	CIMIERI	VINCENT	A.	33	10	G	02	03	0.00	0.00	24.54	24.90	26.27	0	0	0	12	104	124	124	0	0	0	0	0	0	0	0	0	0

OCTOBER 13, 1983				TITLE		NAME		GRADE & STEP					HOURLY RATE					HOURS IN EXCESS OF 350 AT CLOSE OF FISCAL YEAR							COST OF EXCESS HOURS IN FISCAL YEAR @ HOURLY RATE							
DEPT	UNIT	POSN	SPEC	LAST	FIRST	1983	1984	'85	1981	1982	1983	1984	1985	1983	1984	1985	1986	1987	1988	1989	84081	85082	86083	TOTAL	84083	85084	86085	TOTAL	SAVINGS			
6005	1500	0700	9407	ASST COMM OF SOC SVCS	GORDON	MARY	32	11	H 04	05	22.50	24.08	25.66	26.00	27.37	279	208	208	208	208	208	208	6,278	5,009	5,337	16,624	7,159	5,408	5,693	18,260	-1,636	
7110	0100	0005	9367	CHF DPTY COMM PMS R & C	BERGER	HENRY	A.	32	11	H 04	05	22.50	24.08	25.66	26.00	27.37	0	0	0	124	113	124	130	0	0	0	0	0	0	0	0	0
1010	0100	0025	9000	COUNSEL ID LEGISLATURE	HOLT	LAWRENCE	J.	32	11	H 04	05	22.50	24.08	25.66	26.00	27.37	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1165	0400	0525	5735	DPTY CHF DETECT INVEST	CONLON III	J	.	32	11	H 04	05	20.61	22.05	25.66	26.00	27.37	291	189	189	208	208	208	208	5,998	4,167	4,850	15,015	7,467	4,914	5,173	17,554	-2,539
5370	0100	0011	9355	DPTY COMM OF LABOR	MASON	GEORGE	A.	32	11	H 04	05	22.50	24.08	25.66	26.00	27.37	280	208	208	208	208	208	208	6,300	5,009	5,337	16,646	7,185	5,408	5,693	18,286	-1,640
1175	0100	0001	9389	PUBLIC ADMINISTRATOR	MASTROLIANI	ANTHONY	.	32	11	H 04	05	22.50	24.08	25.66	26.00	27.37	586	189	189	208	208	208	208	13,185	4,551	4,850	22,586	15,037	4,914	5,173	25,124	-2,538
1230	0100	0009	9683	SPECIAL ASST TO CITY EX	RANDOLPH	JOHN	F.	31	11	H 03	04	21.55	23.06	24.56	24.63	26.00	0	0	20	124	124	124	130	0	0	491	491	0	0	520	520	-29
6370	0100	0013	9354	ASST DPTY COMM OF LABOR	GARR	GEORGE	S.	30	11	I 04	05	20.62	22.06	23.50	24.90	26.27	273	208	208	208	208	208	208	5,629	4,588	4,888	15,105	6,416	5,179	5,464	17,059	-1,954
6290	0100	0011	9354	ASST DPTY COMM OF LABOR	DRAGO	JOSEPH	.	30	11	I 04	05	20.62	22.06	23.50	24.91	26.28	280	208	208	208	208	208	208	5,774	4,588	4,888	15,250	6,580	5,181	5,466	17,227	-1,977
1230	0600	3012	0935	DPTY DIR LABOR RELAINS	SCARLID	ROBERT	J.	30	11	I 04	05	20.62	22.06	23.50	24.90	26.27	0	66	104	124	124	124	130	0	1,456	2,444	3,900	0	1,643	2,732	4,375	-475
4068	2700	0001	9363	VECTOR CONTROL SUPERVINDT	SANZONE	JOSEPH	F.	30	11	I 04	05	20.62	22.06	23.50	24.90	26.27	262	208	208	208	208	208	208	5,402	4,588	4,888	14,878	6,157	5,179	5,464	16,800	-1,922
1325	0100	0007	9341	DPTY CITY TREASURER	LESTER JR	EUGENE	E.	29	11	I 03	04	19.75	21.13	22.50	23.54	24.90	0	0	0	130	156	163	169	0	0	0	0	0	0	0	0	0
1315	0100	0010	9302	DPTY CITY COMPTROLLER	STEIN	CHARLES	K.	29	10	I 02	03	16.65	17.82	20.66	22.44	23.54	0	0	12	124	124	124	130	0	0	248	248	0	0	282	282	-34

OCTOBER 13, 1983				TITLE		NAME		GRADE & STEP					HOURLY RATE					HOURS IN EXCESS OF 350 AT CLOSE OF FISCAL YEAR							COST OF EXCESS HOURS IN FISCAL YEAR @ HOURLY RATE						
DEPT	UNIT	FOSN	SPEC	LAST	FIRST	1983	1984	'85	1981	1982	1983	1984	1985	1983	1984	1985	1986	1987	1988	1989	84@81	85@82	86@83	TOTAL	84@83	85@84	86@85	TOTAL	SAVINGS		
1420	0000	0000	6156	ASST. COUNTY ATTY III	BAZELL	MICHAEL	. 31	11	J 05 05	21.54	23.05	24.56	24.63	24.63	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1420	0000	0000	6156	ASST. COUNTY ATTY III	BIVONA	JOHN	. 31	11	J 05 05	21.54	23.05	24.56	24.63	24.63	361	189	108	208	208	208	208	7,776	4,356	2,652	14,784	8,866	4,655	2,660	16,181	-1,397	
1420	0000	0000	6156	ASST. COUNTY ATTY III	CIMINO	ROBERT	. 31	11	J 05 05	21.54	23.06	24.56	24.63	24.63	0	0	0	93	124	124	124	0	0	0	0	0	0	0	0	0	0
1420	0000	0000	6156	ASST. COUNTY ATTY III	CONWAY	JANE	. 31	11	J 05 05	21.54	23.06	24.56	24.63	24.63	90	189	188	189	208	208	208	1,939	4,358	4,617	10,914	2,210	4,655	4,630	11,495	-581	
1420	0000	0000	6156	ASST. COUNTY ATTY III	JOHNSTON	FRANK	. 31	11	J 05 05	21.54	23.06	24.56	24.63	24.63	410	189	189	208	208	208	208	8,831	4,358	4,642	17,831	10,070	4,655	4,655	19,380	-1,549	
1420	0000	0000	6156	ASST. COUNTY ATTY III	KLEIN	RICHARD	. 31	11	J 05 05	21.54	23.06	24.56	24.63	24.63	412	189	208	208	208	208	208	8,874	4,358	5,108	18,340	10,119	4,655	5,123	19,897	-1,557	
1420	0000	0000	6156	ASST. COUNTY ATTY III	MARTIN	DANIEL	. 31	11	J 05 05	21.54	23.06	24.56	24.63	24.63	233	189	189	189	208	208	208	5,019	4,358	4,642	14,019	5,722	4,655	4,655	15,032	-1,013	
1420	0000	0000	6156	ASST. COUNTY ATTY III	PRUDENTI	JOHN	. 31	11	J 05 05	21.54	23.05	24.56	24.63	24.63	378	208	208	208	208	208	208	8,142	4,794	5,108	18,044	9,284	5,123	5,123	19,530	-1,486	
1165	0100	0382	6167	ASST TO DIST ATTORNEY	PENNY	ARTHUR	S. 29	11	J 04 05	19.75	21.13	22.50	23.54	24.63	20	123	124	124	130	136	143	395	2,599	2,790	5,784	450	2,895	3,054	6,399	-615	
1420	0000	0000	6156	ASST. COUNTY ATTY III	LINDSEY	ARLENE	. 31	10	J 04 05	00.00	00.00	23.53	23.54	24.63	0	0	0	41	104	124	124	0	0	0	0	0	0	0	0	0	0
1420	0000	0000	6156	ASST. COUNTY ATTY III	MAGGIPIRTO	V.	. 31	10	J 04 05	14.60	15.62	23.53	23.54	24.63	59	124	124	124	130	137	143	861	1,937	2,918	5,716	1,388	2,919	3,054	7,361	-1,645	
1010	0200	0205	9824	CHIEF DPT CLERK CITY LEG	KINSELLA	JULIETTE	. 29	11	J 04 05	14.60	15.62	22.50	23.54	24.63	0	0	114	124	130	136	143	0	0	2,565	2,565	0	0	2,808	2,808	-243	
6510	0100	0010	9328	DPT COMM CONSUMER AFFS	FALLON	MARY	A. 29	11	J 04 05	0.00	0.00	22.50	23.54	24.63	0	0	0	0	49	104	124	0	0	0	0	0	0	0	0	0	0
1450		9293		DPT COMM OF ELECTIONS	BERGER		. 29	11	J 04 05	19.75	21.13	22.51	23.54	24.63	172	136	143	150	156	163	169	3,397	2,874	3,219	9,490	3,872	3,201	3,522	10,595	-1,105	
1450		9293		DPT COMM OF ELECTIONS	WOLF		. 29	11	J 04 05	19.75	21.13	22.51	23.54	24.63	347	136	143	150	156	163	169	6,853	2,874	3,219	12,946	7,811	3,201	3,522	14,534	-1,588	
1420	0000	0000	6156	ASST. COUNTY ATTY III	DEMPSEY	PATRICIA	. 31	09	J 03 04	17.34	18.56	21.54	22.44	23.54	0	0	86	124	124	124	130	0	0	1,852	1,852	0	0	2,024	2,024	-172	
1420	0000	0000	6156	ASST. COUNTY ATTY III	EKADIS	WILLIAM	. 31	09	J 03 04	17.34	18.56	21.54	22.44	23.54	378	130	137	143	150	156	156	6,555	2,413	2,951	11,919	8,142	2,917	3,225	14,284	-2,365	
1420	0000	0000	6156	ASST. COUNTY ATTY III	KAMMERER	KEITH	. 31	09	J 03 04	00.00	19.38	21.54	22.44	23.54	0	0	0	98	104	124	124	0	0	0	0	0	0	0	0	0	0
1420	0000	0000	6156	ASST. COUNTY ATTY III	SELATIK	ALEXANDER	. 31	09	J 03 04	17.34	18.56	21.54	22.44	23.54	0	60	104	124	124	124	130	0	1,114	2,240	3,354	0	1,346	2,448	3,794	-440	
1420	0000	0000	6156	ASST. COUNTY ATTY III	TROTTO	HERIHA	. 31	09	J 03 04	14.60	15.62	21.54	22.44	23.54	0	43	124	130	137	143	150	0	672	2,671	3,343	0	965	2,919	3,884	-541	
1420	0000	0000	6156	ASST. COUNTY ATTY III	FLOOD	HARRY	. 31	08	J 02 03	21.54	23.05	20.66	21.35	22.44	74	189	208	208	208	208	208	1,594	4,356	4,297	10,247	1,529	4,035	4,668	10,232	15	
1420	0000	0000	6156	ASST. COUNTY ATTY III	LONG	JOYCE	. 31	08	J 02 03	16.63	17.79	20.66	21.35	22.44	0	73	130	137	143	150	156	0	1,299	2,686	3,985	0	1,559	2,917	4,476	-491	
1420	0000	0000	6156	ASST. COUNTY ATTY III	MARKS	MARTIN	. 31	08	J 02 03	16.63	17.79	20.66	21.35	22.44	30	124	124	124	130	137	143	499	2,206	2,562	5,267	620	2,647	2,783	6,050	-783	
1420	0000	0000	6156	ASST. COUNTY ATTY III	SABATINO	PAUL	. 31	08	J 02 03	16.63	17.80	20.66	21.35	22.44	158	124	124	130	137	143	150	2,628	2,207	2,562	7,397	3,264	2,647	2,783	8,694	-1,297	
1420	0000	0000	6156	ASST. COUNTY ATTY III	MONULTY	MARION	. 31	07	J 01 02	19.42	21.15	19.77	20.25	21.35	86	130	137	143	150	156	156	0	2,750	2,708	5,458	1,700	2,633	2,925	7,258	-1,800	
1420	0000	0000	6156	ASST. COUNTY ATTY III	TERMINI	CHRIS	. 31	06	J 01 02	10.82	11.57	18.16	20.25	21.35	0	0	91	124	124	124	130	0	0	1,653	1,653	0	0	1,943	1,943	-290	
1420	0000	0000	6156	ASST. COUNTY ATTY III	WEBER	JAMES	. 31	07	J 01 02	00.00	00.00	19.77	20.25	21.35	0	0	0	2	104	104	124	0	0	0	0	0	0	0	0	0	0

OCTOBER 13, 1983				TITLE		NAME		GRADE & STEP		HOURLY RATE					HOURS IN EXCESS OF 350 AT CLOSE OF FISCAL YEAR						COST OF EXCESS HOURS IN FISCAL YEAR @ HOURLY RATE						9				
DEPT	UNIT	POSN	SPEC	LAST	FIRST	1983	1984	'85	1981	1982	1983	1984	1985	1986	1987	1988	1989	84@81	85@82	86@83	TOTAL	84@83	85@84	86@85	TOTAL	SAVINGS					
1230	0300	0220	9674	ASST TO CITY EX-PUB AFFRS	APOLLARO	ANTHONY	29	11	K 05 05	0.00	0.00	22.51	23.54	23.54	0	0	0	44	124	124	130	0	0	0	0	0	0	0	0	0	0
1230	0600	3015	0934	ASST DIR LABOR RELATIONS	GAGEN	SUSAN	28	11	K 04 05	18.90	20.22	21.54	22.44	23.54	390	208	208	208	208	208	208	7,371	4,206	4,480	16,057	8,401	4,668	4,896	17,965	-1,908	
8040	0100	0005	9351	ASST DIR, HUMAN RES COMM	BORRERO	PHILIP	28	11	K 04 05	17.59	18.82	21.54	22.44	23.54	384	189	189	208	208	208	208	6,755	3,557	4,071	14,383	8,271	4,241	4,449	16,961	-2,578	
6772	0700	0001	9676	ASST TO CITY EX-SR CIT AFS	SILKWORKH	ADELAIDE	28	11	K 04 05	18.90	20.22	21.54	22.44	23.54	0	0	0	89	124	124	130	0	0	0	0	0	0	0	0	0	0
1230	0100	0012	9674	ASST TO CITY EX-PUB AFFRS	COUGHLIN	JANICE	29	10	K 03 04	15.26	16.33	19.77	21.35	22.44	0	0	100	130	136	143	150	0	0	1,977	1,977	0	0	2,244	2,244	-267	
2370	0020	0020	9191	ADMIN ASST TO EXEX V.P.	SCHRIER	STEVEN	28	10	K 02 03	15.26	16.33	19.77	20.25	21.35	31	161	161	161	161	161	161	473	2,629	3,183	6,285	613	3,260	3,437	7,310	-1,025	
6290	0001	0010	9353	ASST TO COMM OF LABOR	PRYOR	DENIS	27	11	L 04 05	16.65	17.82	20.67	21.35	22.44	70	189	189	208	208	208	208	1,166	3,368	3,907	8,441	1,447	4,035	4,241	9,723	-1,282	
3120	1000	0050	9377	ASST TO COMM (POLICE)	MC KEAN	WILLIAM	27	11	L 04 05	18.13	19.40	20.67	21.35	22.44	141	189	189	189	208	208	208	2,556	3,667	3,907	10,130	2,914	4,035	4,241	11,190	-1,060	
3540	0100	0001	9317	DIR EMERG PREPAREDNESS	REGAN	WILLIAM	27	11	L 04 05	18.13	19.40	20.67	21.35	22.44	0	62	104	124	124	124	130	0	1,203	2,150	3,353	0	1,324	2,334	3,658	-305	
1410	0100	0003	9320	SR DEPUTY COUNTY CLERK	FABRIZIO	MICHAEL	27	11	L 04 05	18.13	19.40	20.67	21.35	22.45	278	208	208	208	208	208	208	5,040	4,035	4,299	13,374	5,746	4,441	4,670	14,857	-1,483	
1410	0200	0035	9320	SR DEPUTY COUNTY CLERK	MASCARI	HUGO	27	11	L 04 05	18.13	19.40	20.67	21.35	22.44	280	189	208	208	208	208	208	5,076	3,667	4,299	13,042	5,788	4,035	4,668	14,491	-1,449	
3410	0100	0001	9346	DIRECTOR FIRE SAFETY	FISCHLER	DAVID	29	02	L 01 01	10.82	11.58	14.64	16.05	17.65	0	99	124	130	136	143	150	0	1,146	1,815	2,961	0	1,589	2,189	3,778	-817	
1450	0100		9291	ASST COMM ELECTIONS	GLASER		25	11	M 04 05	16.65	17.82	18.97	20.25	21.35	0	0	173	189	189	208	208	0	0	3,282	3,282	0	0	3,694	3,694	-412	
1450	0100		9291	ASST COMM ELECTIONS	MC SHEENEY		25	11	M 04 05	16.65	17.82	18.97	20.25	21.35	121	189	189	189	189	208	208	2,015	3,368	3,585	8,968	2,295	3,827	4,035	10,157	-1,189	
1010	0200	0210	9822	DEPT CLERK CITY LEG	ROSKO	JOYCE	25	11	M 04 05	7.66	8.20	18.97	20.25	21.35	0	0	0	69	124	124	130	0	0	0	0	0	0	0	0	0	0
6510	0100	0001	9421	DIR VETERANS SVC AGENCY	WHEELER	WILLIAM	25	09	M 02 03	12.85	13.75	16.64	18.06	19.16	293	189	189	189	208	208	208	3,765	2,599	3,145	9,509	4,876	3,413	3,621	11,910	-2,401	

OCTOBER 13, 1983				TITLE		NAME		GRADE & STEP					HOURLY RATE					HOURS IN EXCESS OF 350 AT CLOSE OF FISCAL YEAR								COST OF EXCESS HOURS IN FISCAL YEAR @ HOURLY RATE								10			
DEPT	UNIT	PCSN	SPEC	LAST	FIRST	1983	1984	'85	1981	1982	1983	1984	1985	1983	1984	1985	1986	1987	1988	1989	84@81	85@82	86@83	TOTAL	84@83	85@84	86@85	TOTAL	SAVINGS								
1010	0000	0000	9815	LEGISLATIVE AIDE	IV	NLEMI	VICTOR	S.	32	08	N	00	00	0.00	0.00	21.54	21.46	21.46	0	0	0	57	104	124	124	0	0	0	0	0	0	0	0	0	0	0	0
1420	0000	0000	6155	ASST. COUNTY ATTY	II	SILVERMAN	LEWIS	.	27	09	0	05	05	14.60	15.62	18.13	19.16	19.16	38	124	130	137	143	150	156	555	1,937	2,357	4,849	689	2,376	2,491	5,556	-707			
1420	0000	0000	6155	ASST. COUNTY ATTY	II	SPRAGUE	JOHN	.	27	09	0	05	05	14.60	15.62	18.13	19.16	19.16	0	0	76	124	124	124	130	0	0	1,378	1,378	0	0	1,456	1,456	-78			
1230	0100	0016	9670	ASST TO CITY EXEC (ADMIN)		KUEHNAS	MARGARET	M.	23	11	0	04	05	15.38	16.46	17.53	18.06	19.16	0	0	37	124	124	124	130	0	0	649	649	0	0	709	709	-60			
1410	0400	0108	9319	DPTY COUNTY CLERK		EDMERS	FRED	J.	23	11	0	04	05	15.38	16.46	17.53	18.07	19.16	141	189	189	208	208	208	208	2,169	3,111	3,313	8,593	2,472	3,415	3,621	9,508	-915			
1410	0100	0005	9319	DPTY COUNTY CLERK		HOCH	HELENE	A.	23	11	0	04	05	15.38	16.46	17.85	18.06	19.16	114	189	208	208	208	208	208	1,753	3,111	3,713	8,577	2,035	3,413	3,985	9,433	-856			
1413	1100	0901	9319	DPTY COUNTY CLERK		LEIRER	ELAINE	A.	23	11	0	04	05	15.38	16.46	17.53	18.06	19.16	0	0	93	189	189	208	208	0	0	1,630	1,630	0	0	1,782	1,782	-152			
1410	0400	0109	9319	DPTY COUNTY CLERK		STREBEL	EVELYN	A.	23	11	0	04	05	15.38	16.46	17.53	18.06	19.16	0	0	0	109	130	136	143	0	0	0	0	0	0	0	0	0	0		
1361	0100	0116	9395	ASST TO COMM (REAL EST)		VERRATTI	ALLEN	V	23	10	0	03	04	0.00	0.00	15.96	16.97	18.06	0	0	0	0	75	104	124	0	0	0	0	0	0	0	0	0	0		
1420	0000	0000	6155	ASST. COUNTY ATTY	II	MULHOLLAND	BRIAN	.	27	04	0	02	03	11.79	12.61	14.64	15.87	16.97	0	70	124	130	137	143	150	0	883	1,815	2,698	0	1,111	2,104	3,215	-517			
1420	0000	0000	6155	ASST. COUNTY ATTY	II	GUTLEBER	EDWARD	.	27	02	0	01	02	10.34	11.07	13.44	14.74	15.87	0	3	104	124	124	124	130	0	33	1,398	1,431	0	44	1,650	1,694	-263			
1420	0000	0000	6155	ASST. COUNTY ATTY	II	HENSAS	GREGORY	.	27	02	0	01	02	0.00	0.00	13.44	14.74	15.87	0	0	0	21	104	104	124	0	0	0	0	0	0	0	0	0	0		
1420	0000	0000	6155	ASST. COUNTY ATTY	II	OSTERMAN	GREGORY	.	27	03	0	01	02	10.81	11.57	14.00	14.78	15.87	13	124	124	124	130	137	143	141	1,435	1,736	3,312	182	1,833	1,968	3,983	-671			
2370	0011	0010	9197	EXEC ASST TO PRESIDENT		STRAIMANN	DORIS	G.	28	02	0	01	02	11.28	12.07	14.00	14.73	15.87	0	129	161	161	161	161	161	161	0	1,557	2,254	3,811	0	1,900	2,555	4,455	-644		
1490	0100	0035	9390	ASST TO COMM (PUB WKS)		MALLOY	KAREN	M.	23	02	0	01	01	7.99	8.55	11.30	12.38	13.62	0	0	6	124	124	124	130	0	0	68	68	0	0	82	82	-14			
1410	0400	0110	9319	DPTY COUNTY CLERK		HUBBARD	GEORGE	W.	23	02	0	01	01	9.49	10.15	11.30	12.38	13.62	0	0	0	113	124	124	130	0	0	0	0	0	0	0	0	0	0		
3640	0000	0000	9316	DPTY DIR EMERGENCY PREP		VACANT			21	P	04	05	0.00	0.00	9.92	16.97	18.07	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
3110	0100	0022	5540	ASST TO THE SHERIFF		BERNAGOZZI	ANNE		23	09	P	03	04	9.49	10.15	15.27	15.87	16.97	0	0	121	143	150	156	163	0	0	1,848	1,848	0	0	2,053	2,053	-205			
2370	0021	0010	9156	MANGR SUFF COMM COLL ASSN	DIFRANCO	ADRIENNE	E.		25	03	P	01	02	10.35	11.07	12.84	13.68	14.78	17	161	161	161	161	161	161	176	1,782	2,067	4,025	218	2,202	2,380	4,800	-775			

OCTOBER 13, 1983		TITLE		NAME		GRADE & STEP					HOURLY RATE					HOURS IN EXCESS OF 350 AT CLOSE OF FISCAL YEAR					COST OF EXCESS HOURS IN FISCAL YEAR @ HOURLY RATE												
DEPT	UNIT	POSN	SPEC	LAST	FIRST	1983	1984	'85	1981	1982	1983	1984	1985	1983	1984	1985	1986	1987	1988	1989	84@81	85@82	86@83	TOTAL	84@83	85@84	86@85	TOTAL	SAVINGS				
1430	0100	0015	9369	ASST TD PRSNL OFFICER	FASCHAN	KRISTINE	M.	19	11	Q	04	05	8.65	9.26	14.74	16.97	18.06	70	189	189	189	189	208	208	606	1,750	2,786	5,142	1,032	3,207	3,413	7,652	-2,510
1420	0000	0000	6154	ASST. COUNTY ATTY	I	LEDREM	ROBERT	24	08	Q	04	05	10.34	11.07	15.27	15.93	16.97	15	104	124	124	124	130	137	155	1,151	1,893	3,199	229	1,657	2,104	3,990	-791
1420	0000	0000	6154	ASST. COUNTY ATTY	I	ROBINSON	DERRICK	25	03	Q	02	03	10.34	11.07	12.84	13.68	14.78	0	0	86	124	124	130	137	0	0	1,104	1,104	0	0	1,271	1,271	-167
1420	0000	0000	6154	ASST. COUNTY ATTY	I	SKLAR	THEODORE	25	02	Q	01	02	0.00	12.06	12.32	12.59	13.68	0	0	0	100	104	124	124	0	0	0	0	0	0	0	0	0
1420	0000	0000	6154	ASST. COUNTY ATTY	I	TYREE	TIMOTHY	25	02	Q	01	02	00.00	00.00	12.33	12.59	13.68	0	0	0	4	104	104	104	0	0	0	0	0	0	0	0	0
1010	0000	0000	9819	LEGISLATIVE ASSISTANT	VACANT			22	00	Q	00	01	00.00	00.00	10.37	12.59	13.68	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1010	0000	0000	9816	LEGISLATIVE AIDE III	CROSS	WARREN		31	04	Q	00	00	14.00	14.99	17.40	17.33	17.33	0	0	45	124	124	130	137	0	0	783	783	0	0	780	780	3
1010	0000	0000	9816	LEGISLATIVE AIDE III	LA MIRA	JOHN	J.	31	11	Q	00	00	21.54	23.06	24.56	24.46	24.46	0	84	104	124	124	124	130	0	1,937	2,554	4,491	0	2,055	2,544	4,599	-108
1010	0000	0000	9816	LEGISLATIVE AIDE III	MAJUK	WILLIAM	A.	31	10	Q	00	00	18.90	20.23	22.50	22.41	22.41	353	189	189	189	189	189	208	6,672	3,823	4,253	14,748	7,943	4,235	4,235	16,413	-1,665
1010	0000	0000	9816	LEGISLATIVE AIDE III	MEYER	PHILIP	H.	31	02	Q	00	00	0.00	0.00	15.96	15.90	15.90	0	0	0	0	59	104	124	0	0	0	0	0	0	0	0	0
1010	0000	0000	9816	LEGISLATIVE AIDE III	PEARSALL	TERRENCE	G.	31	10	Q	00	00	18.11	19.39	22.50	22.41	22.41	174	130	137	143	150	156	163	3,151	2,521	3,083	8,755	3,915	2,913	3,070	9,898	-1,143
1010	0000	0000	9817	LEGISLATIVE AIDE II	CHAYES	CONRAD	A.	24	03	T	04	05	9.91	10.61	12.33	13.41	14.23	0	87	104	124	124	124	130	0	923	1,282	2,205	0	1,167	1,480	2,647	-442
1010	0000	0000	9817	LEGISLATIVE AIDE II	FARNELL	JACQUELINE	P.	24	03	T	04	05	9.91	10.61	12.33	13.41	14.23	0	0	48	104	124	124	124	0	0	592	592	0	0	683	683	-91
1010	0000	0000	9817	LEGISLATIVE AIDE II	HARRIS	SCOTT	L.	24	03	T	04	05	9.91	10.61	12.33	13.41	14.23	0	0	0	101	124	124	124	0	0	0	0	0	0	0	0	0
1010	0000	0000	9817	LEGISLATIVE AIDE II	HOFFMAN	GEORGE		24	03	T	04	05	9.91	10.61	12.33	13.41	14.23	0	58	104	124	124	124	130	0	615	1,282	1,897	0	778	1,480	2,258	-361
1010	0000	0000	9817	LEGISLATIVE AIDE II	SHANAHAN	THOMAS	J.	24	03	T	04	05	9.91	10.61	12.33	13.41	14.23	0	72	104	124	124	124	130	0	764	1,282	2,046	0	966	1,480	2,446	-400
1010	0000	0000	9817	LEGISLATIVE AIDE II	ALLEN	VIRGINIA		24	01	T	03	04	0.00	0.00	11.79	12.59	13.41	0	0	0	42	124	124	124	0	0	0	0	0	0	0	0	0
1010	0000	0000	9817	LEGISLATIVE AIDE II	ANTOS	JUDITH	A.	24	02	T	03	04	0.00	0.00	11.79	12.59	13.41	0	0	17	124	124	124	130	0	0	200	200	0	0	228	228	-28
1010	0000	0000	9817	LEGISLATIVE AIDE II	BORCHARDT	EDITH		24	02	T	03	04	0.00	0.00	11.79	12.59	13.41	0	0	0	34	104	124	124	0	0	0	0	0	0	0	0	0
1010	0000	0000	9817	LEGISLATIVE AIDE II	DeTOFHAL	FRANCES		24	02	T	03	04	0.00	0.00	11.79	12.59	13.41	0	0	0	56	104	124	124	0	0	0	0	0	0	0	0	0
1010	0000	0000	9817	LEGISLATIVE AIDE II	FITZGIBRON	MADELINE	A.	24	02	T	03	04	0.00	0.00	11.79	12.59	13.41	0	0	0	0	63	104	124	0	0	0	0	0	0	0	0	0
1010	0000	0000	9817	LEGISLATIVE AIDE II	GARDNER	JUDITH		24	02	T	03	04	8.34	8.93	11.79	12.59	13.41	0	0	105	130	137	143	150	0	0	1,238	1,238	0	0	1,408	1,408	-170
1010	0000	0000	9817	LEGISLATIVE AIDE II	HALL	ARTHUR	J.	24	02	T	03	04	0.00	0.00	11.79	12.59	13.41	0	0	0	0	93	104	124	0	0	0	0	0	0	0	0	0
1010	0000	0000	9817	LEGISLATIVE AIDE II	KENT	CHRISTOPHER		24	02	T	03	04	0.00	0.00	11.79	12.59	13.41	0	0	0	7	104	124	124	0	0	0	0	0	0	0	0	0
1010	0000	0000	9817	LEGISLATIVE AIDE II	LAUBER	JANET	D.	24	02	T	03	04	9.49	10.16	11.79	12.59	13.41	0	0	0	97	124	124	124	0	0	0	0	0	0	0	0	0
1010	0000	0000	9817	LEGISLATIVE AIDE II	MARTIN	ROBERT	N.	24	02	T	03	04	9.49	10.16	11.79	12.59	13.41	0	0	0	80	104	124	124	0	0	0	0	0	0	0	0	0
1010	0000	0000	9817	LEGISLATIVE AIDE II	McALEVEY	PHYLLIS		24	02	T	03	04	6.17	6.61	11.79	12.59	13.41	0	0	61	124	124	130	137	0	0	719	719	0	0	818	818	-99
1010	0000	0000	9817	LEGISLATIVE AIDE II	REILLY	KEVIN		24	02	T	03	04	9.49	10.16	11.79	12.59	13.41	0	0	1	104	124	124	124	0	0	12	12	0	0	13	13	-1
1010	0000	0000	9817	LEGISLATIVE AIDE II	WAGNER	VIRGINIA		24	02	T	03	04	0.00	0.00	11.79	12.59	13.41	0	0	84	130	137	143	150	0	0	990	990	0	0	1,126	1,126	-136
1010	0000	0000	9817	LEGISLATIVE AIDE II	WEISINGER	ARNOLD	R.	24	08	T	00	00	12.29	13.16	15.27	15.23	15.23	0	0	10	124	124	124	130	0	0	153	153	0	0	152	152	1

OCTOBER 13, 1983				TITLE		NAME		GRADE & STEP			HOURLY RATE					HOURS IN EXCESS OF 350 AT CLOSE OF FISCAL YEAR							COST OF EXCESS HOURS IN FISCAL YEAR @ HOURLY RATE							12
DEPT	UNIT	POSN	SPEC	LAST	FIRST	1983	1984	'85	1981	1982	1983	1984	1985	1983	1984	1985	1986	1987	1988	1989	84@81	85@82	86@83	TOTAL	84@83	85@84	86@85	TOTAL	SAVINGS	
1420	0000	0000		JR. ASST.	COUNTY ATTORNEY VACANT	00	00	V 00 01	0.00	0.00	8.52	9.30	10.13	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1185	6000	0015	2822	SR DPTY	CITY MED EXAMINER	ZERVALIS	PETER	. 00 00 Y 04 05			8.24	9.03	9.85	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1185	6000	0025	2821	DPTY	MEDICAL EXAMINER	COOK	RICHARD	. 00 00 Z 01 01			4.67	5.12	5.63	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1185	6000	0027	2821	DPTY	MEDICAL EXAMINER	HELLMAN	BARRY	. 00 00 Z 01 01			4.67	5.12	5.63	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1185	6000	0031	2821	DPTY	MEDICAL EXAMINER	JOHNSON	MARY	. 00 00 Z 01 01			4.67	5.12	5.63	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1185	6000	0024	2821	DPTY	MEDICAL EXAMINER	KORMAN	ELISE	. 00 00 Z 01 01			4.67	5.12	5.63	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1185	6000	0026	2821	DPTY	MEDICAL EXAMINER	VACANT		. 00 00 Z 01 01			4.67	5.12	5.63	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1185	6000	0020	2821	DPTY	MEDICAL EXAMINER	VAUTRIN GDR	MAURICE	. 00 00 Z 01 01			4.67	5.12	5.63	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1185	6000	0010	2826	NEUROPATHOLOGIST (PT50%)	BUDZILOVICH	GLEB	N.	. 00 00 Z 01 01			2.20	2.41	2.65	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

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OCTOBER 13, 1983				TITLE		NAME		GRADE & STEP			HOURLY RATE				HOURS IN EXCESS OF 350 AT CLOSE OF FISCAL YEAR					COST OF EXCESS HOURS IN FISCAL YEAR @ HOURLY RATE							13								
DEPT	UNIT	POSN	SPEC	LAST	FIRST	1983	1984	'85	1981	1982	1983	1984	1985	1986	1987	1988	1989	84@81	85@82	86@83	TOTAL	84@83	85@84	86@85	TOTAL	SAVINGS									
1165	0100	0002	6114	CHIEF ASST DIST ATORNY	MULLIN	JOHN	N.	DA	ZZ	00	00	30.07	32.17	33.99	0.00	0.00	362	189	208	208	208	208	208	208	208	10,885	6,080	7,070	24,035	12,304	0	0	12,304	11,731	
3110	0100	0010	5541	CHIEF DEPUTY SHERIFF	SCHLITZ JR	WILLIAM	C.	30	11	ZZ	00	00	20.62	22.06	23.70	24.90	26.27	237	208	208	208	208	208	208	208	4,887	4,588	4,930	14,405	5,617	5,179	5,464	16,260	-1,855	
3120	2000	0020	5024	CHIEF INSPECTOR (POLICE)	TREDER	DE WITT	C.	PD	ZZ	00	00	27.67	30.49	32.53	33.39	35.03	280	208	208	208	208	208	208	208	208	7,748	6,342	6,766	20,856	9,108	6,945	7,286	23,339	-2,483	
3120	4000	0040	5027	CHIEF OF DIVISION	HUCKLEY	DAVID	J.	PD	ZZ	00	00	26.29	29.11	31.16	31.75	33.39	280	208	208	208	208	208	208	208	208	7,361	6,055	6,481	19,897	8,725	6,604	6,945	22,274	-2,377	
3121	6000	0025	5027	CHIEF OF DIVISION	CAPLES	JAMES	A.	PD	ZZ	00	00	26.29	29.11	31.16	31.75	33.39	280	208	208	208	208	208	208	208	208	7,361	6,055	6,481	19,897	8,725	6,604	6,945	22,274	-2,377	
3120	3000	0025	5027	CHIEF OF DIVISION	SCHMIDT	DONALD	F.	PD	ZZ	00	00	26.29	29.11	31.16	31.75	33.39	280	208	208	208	208	208	208	208	208	7,361	6,055	6,481	19,897	8,725	6,604	6,945	22,274	-2,377	
3110	0100	0020	5543	CHIEF OF STAFF (SHERIFF)	ANTONIC	NICHOLAS	J.	29	11	ZZ	00	00	19.75	21.13	23.70	22.44	0.00	370	208	208	208	208	208	208	208	7,308	4,395	4,930	16,633	8,769	4,668	0	13,437	3,196	
1010	0100	0010	9852	COUNTY LEGISLATOR	ALLGROVE	DONALD	C.	00	00	ZZ	00	00	16.49	16.97			0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1010	0100	0022	9852	COUNTY LEGISLATOR	BAGHEY	SONDRA	M.	00	00	ZZ	00	00	16.49	16.97			0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1010	0100	0016	9852	COUNTY LEGISLATOR	HECK	ALICE	M.	00	00	ZZ	00	00	16.49	16.97			0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1010	0100	0017	9852	COUNTY LEGISLATOR	BIVONA	ANTHONY	J.	00	00	ZZ	00	00	16.49	16.97			0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1010	0100	0005	9852	COUNTY LEGISLATOR	BLASS	GREGORY	J.	00	00	ZZ	00	00	16.49	16.97			0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1010	0100	0013	9852	COUNTY LEGISLATOR	CARACAPPA	ROSE	Y.	00	00	ZZ	00	00	16.49	16.97			0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1010	0100	0012	9852	COUNTY LEGISLATOR	D ANDRE	MICHAEL	M.	00	00	ZZ	00	00	16.49	16.97			0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1010	0100	0020	9852	COUNTY LEGISLATOR	DEVINE	JANE	R.	00	00	ZZ	00	00	16.49	16.97			0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1010	0100	0007	9852	COUNTY LEGISLATOR	FOLEY	JOHN	J.	00	00	ZZ	00	00	16.49	16.97			0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1010	0100	0009	9852	COUNTY LEGISLATOR	GIESE	FERDINAND	J.	00	00	ZZ	00	00	16.49	16.97			0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1010	0100	0014	9852	COUNTY LEGISLATOR	HARITON	IRA	M.	00	00	ZZ	00	00	16.49	16.97			0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1010	0100	0019	9852	COUNTY LEGISLATOR	LABIA	ROBERT	L.	00	00	ZZ	00	00	16.49	16.97			0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1010	0100	0008	9852	COUNTY LEGISLATOR	NOLAN	PHILLIP	C.	00	00	ZZ	00	00	16.49	16.97			0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1010	0100	0018	9852	COUNTY LEGISLATOR	PROSPECT	WAYNE	.	00	00	ZZ	00	00	16.49	16.97			0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1010	0100	0015	9852	COUNTY LEGISLATOR	RIZZO	JOSEPH	.	00	00	ZZ	00	00	16.49	16.97			0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1010	0100	0006	9852	COUNTY LEGISLATOR	ROSSO	JOHN	.	00	00	ZZ	00	00	16.49	16.97			0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
3150	0600	0103	5508	DEPUTY WARDEN	FALMIA	CARMINE	A.	27	11	ZZ	00	00	18.13	19.40	22.33	21.35	21.35	367	189	208	208	208	208	208	208	208	6,654	3,667	4,645	14,966	8,195	4,035	4,441	16,671	-1,705
1010	0100	0002	9863	DPT PRES OFF CTY LEG	WEHRENBURG JR.	JOHN	C.	00	00	ZZ	00	00	19.51	20.26			0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
6370	0200	0045	0922	LABOR MEDIATOR	DORNBAUM	CHARLES		27	11	ZZ	00	00	18.13	19.40	20.67	21.35	0.00	0	0	28	136	143	150	156	156	0	0	579	579	0	0	0	0	579	
1010	0100	0001	9862	PRESIDING OFFICER CTY LEG	HOWARD	LOUIS	T.	00	00	ZZ	00	00	22.53	23.54			0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
3110	0100	0005	9404	UNDER SHERIFF	MC GUIRE JR	WILLIAM	.	32	11	ZZ	00	00	22.20	23.75	25.66	26.27	27.64	316	189	189	189	189	208	208	208	208	7,015	4,489	4,850	16,354	8,109	4,965	5,224	18,298	-1,944
3150	0600	0100	5510	WARDEN	ROMANO	SALVATORE	.	29	11	ZZ	00	00	19.75	21.13	23.70	23.54	24.90	442	208	208	208	208	208	208	208	208	8,730	4,395	4,930	18,055	10,475	4,896	5,179	20,550	-2,495

OCTOBER 13, 1983			TITLE	NAME	GRADE & STEP	HOURLY RATE	HOURS IN EXCESS OF 350 AT CLOSE OF FISCAL YEAR										COST OF EXCESS HOURS IN FISCAL YEAR @ HOURLY RATE						14							
DEPT	UNIT	POSN	SPEC	LAST	FIRST	1983	1984	'85	1981	1982	1983	1984	1985	1983	1984	1985	1986	1987	1988	1989	84@81	85@82	86@83	TOTAL	84@83	85@84	86@85	TOTAL SAVINGS		
1230	0100	0001	9696	COUNTY EXECUTIVE	COHALAN	PETER	F.	00 00	A + +		35.72	38.37	38.37	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1165	0100	0001	9333	DISTRICT ATTORNEY	HENRY	PATRICK		00 00	A 00 00		35.80	35.67	35.67	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1315	0100	0001	9304	COMPTROLLER	CAPUTO	JOSEPH		38 11	A 03 04		33.42	35.03	36.68	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1325	0100	0001	9343	COUNTY TREASURER	TUTHILL	JEAN	H.	38 11	B 04 05		33.41	35.03	36.67	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
3110	0100	0001	9405	SHERIFF	FINNERTY	JOHN	P.	00 00	C 03 04		28.88	31.75	31.75	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1410	0100	0001	9322	COUNTY CLERK	FELICE	ARTHUR	J.	00 00	D 04 05		28.88	31.75	31.75	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1010	0000	0000		LEGISLATIVE ASSISTANT	VACANT			22 00	Q 00 01	00.00	10.37	12.59	13.68	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1185	0100	0100	9536	CHIEF MEDICAL EXAMINER	VACANT			40 00	B 04 05		33.52	35.03	36.67	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1185	6000	0026	2821	DPTY MEDICAL EXAMINER	VACANT			00 00	Z 01 01		4.67	5.12	5.63	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1185	6000	0041	2824	DPTY MEDICAL EXAM-PAITH	VACANT			37 11	D 05 05		34.66	34.53	34.53	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1420	0000	0000		JR. ASST. COUNTY ATTORNEY	VACANT			00 00	V 00 01	0.00	8.52	9.30	10.13	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2300	0100	0001	9199	PRESIDENT COMM. COLL.	VACANT			42	A 05 05		35.16	38.31	38.31	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
3640	0000	0000	9316	DPTY DIR EMERGENCY PREP	VACANT			21	P 04 05	0.00	9.92	16.97	18.07	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
6005	1000	0005	9410	CHIEF DPTY COMM SOC SVCS	VACANT			37 00	D 02 03	0.00	26.92	28.46	30.10	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
3120	1000	0003	9379	DPTY COMM OF POLICE	VACANT			PD	C 01 02	0.00	28.84	28.74	30.10	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
4100	3000	0005	9516	DIR PATIENT CARE SVCS	STEIBEL	WILLIAM		40 11	B 05 05	29.32	31.37	35.70	36.67	0	0	105	124	124	130	136	0	0	3,749	3,749	0	0	3,850	3,850	-101	
1420	0100	1015	6109	DPTY COUNTY ATTORNEY	SMITH	ALLEN	M.	34 11	E 03 04	20.05	21.45	27.94	28.74	0	0	72	124	124	124	130	0	0	2,012	2,012	0	0	2,167	2,167	-155	
1420	0105	1025	6102	SR ASST COUNTY ATTORNEY	KELLEY	EUGENE	R.	32 09	F 01 02	16.03	17.15	22.50	24.63	300	208	208	208	208	208	208	4,809	3,567	4,680	13,056	6,750	5,123	5,408	17,281	-4,225	
3310	0100	0001	9412	DIR OF TRAFFIC SAFETY	STRANG	RICHARD	A.	34 11	F 04 05	24.52	26.24	27.94	28.74	151	189	189	208	208	208	208	3,703	4,959	5,281	13,943	4,219	5,432	5,689	15,340	-1,397	
3140	0100	0007	9385	DPTY DIR OF PROBATION	BENJAMIN	WILLIAM	P.	33 11	G 04 05	23.52	25.17	26.80	27.64	152	208	208	208	208	208	208	3,575	5,235	5,574	14,384	4,074	5,749	6,032	15,855	-1,471	
3140	0100	0005	9385	DPTY DIR OF PROBATION	DRAFFIN	EDWARD	N.	33 11	G 04 05	23.52	25.17	26.80	27.64	243	208	208	208	208	208	208	5,715	5,235	5,574	16,524	6,512	5,749	6,032	18,293	-1,769	
3140	0100	0006	9385	DPTY DIR OF PROBATION	BOSSERT	FRANK	D.	33 11	G 04 05	23.52	25.17	26.80	27.64	35	208	208	208	208	208	208	823	5,235	5,574	11,632	938	5,749	6,032	12,719	-1,087	
1230	0100	0009	9683	SPECIAL ASST TO CITY EX	RANDOLPH	JOHN	F.	31 11	H 03 04	21.55	23.06	24.56	24.63	0	0	20	124	124	124	130	0	0	491	491	0	0	520	520	-29	
6005	1500	0700	9407	ASST COMM OF SOC SVCS	GORDON	MARY		32 11	H 04 05	22.50	24.08	25.66	26.00	279	208	208	208	208	208	208	6,278	5,009	5,337	16,624	7,159	5,408	5,693	18,260	-1,636	
6290	0001	0010	9353	ASST TO COMM OF LABOR	PRIOR	DENIS	M	27 11	L 04 05	16.65	17.82	20.67	21.35	70	189	189	208	208	208	208	1,166	3,368	3,907	8,441	1,447	4,035	4,241	9,723	-1,282	
1430	0100	0015	9369	ASST TO PRSNL OFFICER	FASCHAN	KRISTINE	M.	19 11	Q 04 05	8.65	9.26	14.74	16.97	70	189	189	189	189	208	208	606	1,750	2,786	5,142	1,032	3,207	3,413	7,652	-2,510	

