



Department of Administration
Budget and Management

Tom Barrett
Mayor

Sharon Robinson
Administration Director

Mark Nicolini
Budget and Management Director

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File Ref: 11019

To: Members, Finance & Personnel Committee

From: Mark Nicolini *MN*
Budget and Management Director

Re: Requested Amendment to Salary Ordinance

The Budget and Management Division of the Department of Administration has identified an outstanding candidate for the vacant Fiscal Planning Specialist position (SG 008, \$57,028 - \$79,836). In order to recruit this candidate, we are requesting authority for a special appointment rate of \$73,500 through an amendment to the Salary Ordinance as presented below.

"Under Salary Grade 8, add the footnote designation "4/" after the title "Fiscal Planning Specialist" and add footnote "4/" to read as follows: For one position in the Budget and Management Division of the Department of Administration Recruitment is authorized up to maximum rate of 72.22% of the range associated with Salary Grade 8."

The rationale for the special appointment rate request is summarized below.

Qualifications: Mr. Szopinski has a Master's Degree in Public Policy and has eleven years of pertinent and progressively responsible experience. Over the last four years, he has served in a highly accountable role with responsibility for managing the development and implementation of a \$627 million annual total funds budget for the Maryland Transit Administration. These qualifications will enable him to perform at a level which exceeds the requirements for the Fiscal Planning Specialist position and play a strong leadership role in budget development and fiscal analysis upon his arrival. In addition, his qualifications far exceed the other available candidates for this position.

Competitive Factors and Compensation History: Mr. Szopinski currently earns \$77,085 a year. His salary is scheduled to increase to \$78,584 effective July 1, 2011. The requested appointment rate is 6.5% below his projected salary as of July 1. In addition, the city's fringe benefits package is projected to reduce the value of his total compensation relative to his current employment. This appointment level is needed to achieve a level of compensation that is competitive with what Mr. Szopinski could expect to earn in the near future were he to remain employed with the State of Maryland, whose fiscal conditions are relatively stronger than those enjoyed by the city. He has indicated he would accept our offer of employment under these conditions, as he welcomes the opportunity to relocate to Milwaukee and to be part of an Executive Budget Office.

Since 2004, the Budget and Management Division has made four of its seven new appointments via the "under fill" option (i.e., levels lower than authorized and budgeted), which generated savings of almost \$30,000 during the first year of tenure alone. In addition, the Division has reduced its funded analyst direct labor hours by approximately 22%, producing annual salary savings of more than \$125,000.

I have attached Mr. Szopinski's resume for your information. I would appreciate your favorable consideration of this request.

MN:dmr

Common/finance/6-2-11-m-sal ord note-AS