

**MacDonald, Terry**

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**From:** Monteagudo, Maria  
**Sent:** Wednesday, October 15, 2008 1:05 PM  
**To:** MacDonald, Terry  
**Subject:** FW: Management Salaries

Terry, can you make sure the other Finance Committee members get this document?

Maria

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**From:** Monteagudo, Maria  
**Sent:** Wednesday, October 15, 2008 12:13 PM  
**To:** Murphy, Michael  
**Cc:** Nicolini, Mark; Joos, Renee; Walsh, Marianne; Pearson, Eric  
**Subject:** Management Salaries

During the Department of Employee Relations Budget hearing on October 10<sup>th</sup> members of the Finance and Personnel Committee requested salary rates for management employees in Salary Grade 016 through 018 for 2007 and 2008. Attached please find a file containing the requested information. Please note that the last column reflects the actual percentage difference between the 2007 salaries and the 2008 salaries as of 10/14/08. Generally please note that:

- individuals who are at the top of their grades received a 2% COLA increase for 2008;
- individuals who are not at the maximum of their grades have received a combined increase of 5.16% (Performance based of 3.1% and 2% COLA);
- Individuals who were promoted have received higher salary adjustments based on provisions authorized in the Salary Ordinance (some may also include performance based increments authorized on their anniversary dates preceding the promotions);

Also, some cabinet members are also capped by the Mayor's Salary per provisions in the Salary Ordinance.

At the Budget hearing, there were several questions regarding the compensation amounts identified in the line-item 2009 budget and how this relates to the actual compensation amounts that will be paid in 2009. I will forward this information to you and other Committee members later today.

Please call me at X3335 if you wish to discuss.

Maria Monteagudo

## City Managers in Leadership Positions; Comparison of 2007 and 2008 Rates of Pay

2008 Annual rate = most current rate of pay in 2008

2007 Annual rate = last rate of pay effective for 2007

% Diff

Name	Current Job Title	2008			2007			% Diff
		Grade	Step 1/	Annual Rt	Grade	Step 1/	Annual Rt	
ALLEN, BERNARD J	ERS EXECUTIVE DIRECTOR	16	0	127,500.10	No data for year			n/a
AQUINO, MARTIN A	ENVIRONMENTAL MANAGER	16	12	133,049.02	16	12	130,440.18	2.00%
BAKER, BEVAN K	COMMISSIONER-HEALTH	19	7	142,548.00	19	0	135,551.00	5.16%
BLAIR, KATHLEEN A	PUBLIC HEALTH RSRCH & POL DIR	16	0	95,030.26	9	12	83,460.26	13.86%
BRADY, MICHAEL JOSEPH	EMPLOYE BENEFITS DIRECTOR	14	12	117,118.30	14	12	114,821.98	2.00%
BROWN, MARTHA L	DEPUTY COMM-CITY DEVLPMNT	17	0	114,468.64	17	4	108,849.78	5.16%
BURKE, LINDA U	DEPUTY CITY ATTORNEY	18	0	147,335.50	18	12	143,882.44	2.40%
COLE, PRESTON D	ENVIRONMENTAL SERVICES SUPT	16	12	133,049.02	16	12	130,440.18	2.00%
COLLINS, MARTIN G	COMMISSIONER-BLDG INSP	18	0	147,335.50	18	12	143,882.44	2.40%
CURLEY, PATRICK T	CHIEF OF STAFF	16	0	107,389.88	16	4	102,118.64	5.16%
DANIELS, LAURA B	ADMINISTRATION & PROJ MGR	14	0	117,096.46	14	11	111,348.64	5.16%
DAUN, MICHAEL J	DEPUTY COMPTROLLER	15	12	124,822.62	15	12	122,375.24	2.00%
EDMAN, SUSAN M	ELECTION COMM-EX DIR	12	0	80,696.20	12	3	76,735.10	5.16%
FILMANOWICZ, RAQUEL	HEALTH OPERATIONS ADMINISTRATR	14	0	83,653.18	6	11	66,828.32	25.18%
FLOYD, WINDA R	ADMINISTRATIVE SERVICES DIR	16	0	117,707.46	16	7	111,929.74	5.16%
FLYNN, EDWARD A	CHIEF OF POLICE	18	0	143,881.14	No data for year			n/a
GRADUS, MICHAEL S	PUB HLTH LAB DIRECTOR	15	12	124,822.62	15	12	122,375.24	2.00%
GUPTA, VENU J	BUILDINGS&FLEET SUPERINTENDENT	16	12	133,049.02	16	12	130,440.18	2.00%
HABECK, GREGORY	ASST CHIEF OF POLICE	16	0	95,030.26	839	6	76,904.88	23.57%
HAMBLIN, TROY M	LABOR NEGOTIATOR	14	0	117,096.46	14	11	111,348.64	5.16%
HANNA, JAMES L	DEPUTY CITY TREASURER	15	12	124,822.62	15	12	122,375.24	2.00%
HARPOLE, JAMES	ASST CHIEF OF POLICE	16	0	95,030.26	839	6	76,094.88	24.88%
HINRICH, KRISTINE M	CHIEF COURT ADMIN	14	12	117,118.30	14	12	114,821.98	2.00%
HOLTON, DOUGLAS A	FIRE CHIEF	18	0	133,739.58	18	7	127,174.84	5.16%
JOHNSON, JOAN R	CENTRAL LIBR & SPEC PRJCT DIR	13	4	86,008.26	13	4	84,321.90	2.00%
KELSEY, RHONDA	CITY PURCHASING DIRECTOR	15	0	97,827.34	13	5	86,939.58	12.52%
KIELY, PAULA A	CITY LIBRARIAN	17	0	121,688.06	17	6	115,714.82	5.16%
KLAJBOR, JAMES F	SPEC DEPUTY CITY TREASURER	13	0	103,322.96	13	9	98,251.14	5.16%
KONRAD, RUDOLPH M	DEPUTY CITY ATTORNEY	18	0	147,335.50	18	12	143,882.44	2.40%
KORBAN, GHASSAN A	CIVIL ENGINEER V	14	12	117,118.30	14	12	114,821.98	2.00%
LEONHARDT, RONALD D	CITY CLERK	15	12	124,822.62	15	12	122,375.24	2.00%
LEWIS, CARRIE M	WATER WORKS SUPT	16	12	133,049.02	16	12	130,440.18	2.00%
MAHAN, STEVEN L	BLOCK GRANT DIRECTOR	15	6	103,891.58	15	6	101,854.48	2.00%
MANTES, JEFFREY J	COMMISSIONER-PUBLIC WORKS	19	8	143,882.00	19	0	139,759.00	2.95%
MARCOUX, RICHARD M	COMMISSIONER-CITY DEVEL	18	0	137,892.30	18	8	131,123.72	5.16%
MEJAKI, DALE E	INFRASTRUCTURE OPERATIONS MGR	16	0	133,023.18	16	11	126,493.38	5.16%
MEYER, JENNIFER R	BUDGET & POLICY MANAGER-SENIOR	13	0	84,735.30	12	4	79,118.00	7.10%
MISHEFSKE, THOMAS G	NEIGHBORHOOD SERVS OPERS MGR	14	0	86,246.42	14	1	82,012.84	5.16%
MONTEAGUDO, MARIA L	EMPLOYEE RELATIONS DIR	18	4	118,346.80	18	4	116,026.30	2.00%
MORICS, WALDEMAR M	COMPTROLLER	17	12	141,814.92	17	12	139,034.22	2.00%
MOSCHELLA, VINCENT D	DEPUTY CITY ATTORNEY	18	0	137,892.30	18	8	131,123.72	5.16%
NICOLINI, MARK P	BUDGET & MGMT DIRECTOR	17	0	129,361.96	17	8	123,012.00	5.16%
OLSON, NANCY A	CHIEF INFORMATION OFFICER	17	0	110,276.92	12	11	93003.36	18.57%
OWCZARSKI, JAMES	DEPUTY CITY CLERK	13	0	83,412.94	13	2	79,318.72	5.16%
POLENSKE, JEFFREY S	CITY ENGINEER	18	0	133,739.58	18	7	127,174.84	5.16%
PURKO, JAMES P	OPERATIONS DIVISION DIRECTOR	18	12	147,335.50	18	12	143,882.44	2.40%
RAY, MONICA E	DEPUTY CHIEF OF POLICE	16	0	125,316.62	14	12	114,821.98	9.14%
REAVEY, MARY P	COMMISSIONER OF ASSESSMNTS	18	12	147,335.50	18	12	143,882.44	2.40%
REINELT, ERIC C	MUNICIPAL PORT DIRECTOR	17	4	114,468.64	17	4	108,849.78	5.16%
RICK, THOMAS A	CHIEF INVESTMENT OFFICER	16	3	101,023.78	16	3	99,042.84	2.00%
ROBINSON, SHARON D	ADMINISTRATION DIRECTOR	18	0	129,711.66	18	6	123,344.52	5.16%
SCHUNK, DALE T	ASST CHIEF OF POLICE	16	0	125,316.62	14	12	114821.98	9.14%
VORNHOLT, PAUL A	LEGISLATIVE LIAISON DIR	17	0	104,433.68	17	1	99,307.52	5.16%
WANTOCH, CLARK A	ADMIN & TRANSPORTATION DSGN MG	16	12	133,049.02	16	12	130,440.18	2.00%
WHITTOW, WAYNE F	CITY TREASURER	17	12	141,814.92	17	12	139,034.22	2.00%

## Footnotes:

In 2008 the Management Pay Plan was changed and Managers no longer had pay steps. A manager who received an annual increment in 2008 received a percent increase to wages and had their pay step recorded as 0.