

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SARATOGA SPRINGS, NY**

WHEREAS, the City of Saratoga Springs is required to abide by the provisions of Article 3, Section 32 of the New York State Public Housing Law regarding compensation for the employees of the Saratoga Springs Housing Authority (hereinafter “the Authority”), and

WHEREAS, on May 7, 2013 the Saratoga Springs City Council (hereinafter “the Council”) passed a resolution stating:

1. NOW, THEREFORE BE IT RESOLVED, the Council considers the guidelines, statements, findings, conclusions and recommendations in the Audit as an appropriate standard of review for employees’ compensation set by the Authority, and
2. BE IT FURTHER RESOLVED, any presentation by the Authority to the Council of compensation for approval pursuant to Section 32 of the Public Housing Law of the State of New York shall be in accordance with the Audit’s guidelines, statements, findings, conclusions and recommendations.

WHEREAS, the Audit referred to in the Council’s resolution of May 7, 2013 was the Saratoga Springs Housing Authority Board Oversight and Internal Controls Over Payroll and Employee Benefits Report of Examination performed by the Office of the New York State Comptroller #2012M-136 (hereinafter “the Audit”), and

WHEREAS, in conjunction with providing guidelines for payroll and compensation, and citing Authority personnel policy, the Audit makes the following findings and conclusions regarding certain compensation set by the Authority:

1. the Director’s compensation:
  - a. exceeded the 2010-2011 salaries of all the Principals in the Saratoga City School District (page 13);
  - b. fell within the top 7 percent of housing authority executive directors on a nation-wide basis (page 13);
  - c. fell within at least the top 25 percent of housing authority executive directors in the New York/New Jersey region (page 13); and
  - d. exceeded four local housing authorities surveyed by OSC, including Plattsburgh, Troy, Schenectady, and Albany and in each of those cases, the housing authorities were responsible for significantly more tenant rentals than in Saratoga (page14);
2. “the Authority did not pay the Director in accordance with its policy.” (page 14);
3. the provisions of the Director’s employment contract “expose the Authority to substantial financial liabilities and provide only minimal protection from the Director’s abrupt departure...” (page 16);
4. “the current Accountant’s salary compares favorably with the City’s Finance Director and with the CFOs in the other housing authorities. In addition, the Authority has achieved significant cost efficiencies by employing this individual.” (page 18), and

WHEREAS, attached hereto is the FY 2012-2013 Schedule of All Positions and Salaries (Attachment A) submitted by the Authority to the Mayor on or about September 18, 2012 in conjunction with the Authority's September 18, 2012 presentation to the City Council, and again submitted to the Council on May 6, 2013 in response to the May 15, 2012 Memo and April 5, 2013 letter, both from the Commissioner of Finance, and

WHEREAS, there is no difference in the salaries described in Attachment A for the Executive Director and the Accountant and those reviewed by the Office of the State Comptroller in its Audit herein referenced, and

WHEREAS, the Council has been provided no comparative compensation data or other information sufficiently supporting or explaining the compensation described in Attachment A, or addressing the guidelines, statements, findings, conclusions, and recommendations discussed in the Audit.

NOW, THEREFORE BE IT RESOLVED that in accordance with Section 32 of the Public Housing Law of the State of New York, based on the guidelines, statements, findings, conclusions and recommendations contained in the Audit of the Saratoga Springs Housing Authority by the Office of the New York State Comptroller, the Council disapproves the compensation of the employees of the Saratoga Springs Housing Authority as set forth in the attached FY 2012-2013 Schedule of All Positions and Salaries, with the exception of the compensation for the Accountant.

ADOPTED:

AYES \_\_\_\_\_

NAYS \_\_\_\_\_

# Operating Budget

Schedule of All Positions and Salaries

U.S. Department of Housing  
and Urban Development  
Office of Public and Indian Housing

Name of Local Housing Authority		Locality										Fiscal Year Ending	
SARATOGA SPRINGS HOUSING AUTHORITY		SARATOGA SPRINGS, NEW YORK										June 30, 2013	
Position Title and Name By Organizational Unit and Function	Present Salary Rate As of (date) 4/5/12	Requested Budget Year			Allocation of Salaries by Program								Method of Allocation
		Estimated Payment			Total Management	COCC	Business	Terraces	Stonequist	HCV	CFP		
		Salary Rate	No. Mos.	Amount									
<b>ADMINISTRATION</b>													
Executive Director - E. Spychalski	144,921	144,921	12	144,921	124,632	34,781	3,000	50,621	36,230	5,797	14,492	4% Sect 8; 10% Capital Fds 10% Section 8 ; 2% Business	
Accountant - C. Gaugler	85,000	86,000	12	86,000	77,400	75,680	1,720			8,600			
Account Clerk/Typist-K. Peterson	48,500	49,500	12	49,500	49,500	394		23,571	25,535				
<b>TOTAL ADMINISTRATION</b>	<b>278,421</b>	<b>280,421</b>		<b>280,421</b>	<b>251,532</b>	<b>110,855</b>	<b>4,720</b>	<b>74,192</b>	<b>61,765</b>	<b>14,397</b>	<b>14,492</b>		
<b>Tenant Relations-K. Sicko</b>													
Tenant Relations-K. Sicko	49,183	50,183	12	50,183	45,165		5,018	19,271	20,876	5,018		10% Section 8; 10% Business	
Housing Auth Asst-N. Krupski	35,020	36,020	12	36,020	27,015	7,204		9,365	10,446	5,403	3,602	15% Section 8; 10% Capital Fds	
Tenant Relations-J. Yates (part time)	20 hr @ \$18	\$18/hr+\$500	12	19,220	15,376			7,380	7,996	3,844		20% Section 8	
Tenant Relations - overtime	2,000	2,000		2,000	1,600			768	832	400		20% Section 8	
<b>TOTAL TENANT RELATIONS</b>	<b>86,203</b>	<b>88,203</b>		<b>107,423</b>	<b>89,156</b>	<b>7,204</b>	<b>5,018</b>	<b>36,784</b>	<b>40,150</b>	<b>14,665</b>	<b>3,602</b>		
<b>MAINTENANCE</b>													
Facility Manager-G. Hawthorne	73,569	74,569	12	74,569	67,112	7,457	1,491	29,082	29,082		7,457	10% Capital Funds; 2% Business	
Maintenance Mechanic-T. Traver	42,025	43,025	12	43,025	43,025			43,025					
Maintenance Mechanic-T. Lloyd	42,025	43,025	12	43,025	43,025	2,406			40,619			213,553 75% Maintenance Labor	
Maintenance Mechanic-L. Crawford	35,500	36,500	12	36,500	36,500			36,500				71,184 25% Utility Labor	
Maintenance Mechanic-D. Heaton	34,000	35,000	12	35,000	35,000			35,000					
Laborer - Part Time - B. Hawthorne	\$16.25/hr	\$16.25/hr+\$500	12	30,075	30,075				30,075				
Laborer - Part Time - Youth in summer	\$7.50-\$10/hr	\$7.50-\$10/hr	3	15,000	15,000			7,200	7,800				
Estimated Overtime	15,000	15,000		15,000	15,000			7,200	7,800				
<b>TOTAL MAINTENANCE</b>	<b>242,119</b>	<b>247,119</b>		<b>292,194</b>	<b>284,737</b>	<b>9,863</b>	<b>1,491</b>	<b>158,007</b>	<b>115,376</b>	<b>0</b>	<b>7,457</b>		
<b>GRAND TOTAL</b>	<b>606,743</b>	<b>615,743</b>		<b>680,038</b>	<b>625,425</b>	<b>127,922</b>	<b>11,229</b>	<b>268,983</b>	<b>217,291</b>	<b>29,062</b>	<b>25,551</b>		

284,737 TOTAL