

**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 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 2013-2014 Schedule of All Positions and Salaries (Attachment A) 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, the 2013-2014 compensation of all Authority employees, with the exception of the Executive Director and the Account Clerk/Typist, were agreed to pursuant to a collective bargaining agreement between the Authority and Civil Service Employees Association, Local 1000, signed on March 22, 2013, after both parties were represented by competent counsel, and

WHEREAS, 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 are substantially similar, and

WHEREAS, the Council has been provided no comparative compensation data or other information sufficiently supporting or explaining the compensation described in Attachment A for the Executive Director and Account Clerk/Typist of the Authority, 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 New York Public Housing Law and based on the guidelines, statements, findings, conclusions, and recommendations of the Audit of the Saratoga Springs Housing Authority by the Office of the New York State Comptroller, for the year 2013-2014, the City Council approves all compensation for those employees of the Saratoga Springs Housing Authority that was reached pursuant to the collective bargaining agreement signed by the Saratoga Springs Housing Authority and Civil Service Employees Association, Local 1000 dated March 22, 2013, and

BE IT FURTHER RESOLVED, that in accordance with section 32 of the New York Public Housing Law and based on the guidelines, statements, findings, conclusions, and recommendations of the Audit of the Saratoga Springs Housing Authority by the Office of the New York State Comptroller, for the year 2013-2014, the City Council disapproves the compensation for the Executive Director and the Account Clerk/Typist of the Saratoga Springs Housing Authority.

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

Attachment A

Name of Local Housing Authority		Locality										Fiscal Year Ending	
SARATOGA SPRINGS HOUSING AUTHORITY		SARATOGA SPRINGS, NEW YORK										June 30, 2014	
Position Title and Name By Organizational Unit and Function	Present Salary Rate	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										
As of (date)	As of (date)	Salary Rate	No. Mos.	Amount	Total Management	COCC	Business	Terraces	Stonequist	HCV	CFP	Method of Allocation	
	5/17/13												
<b>ADMINISTRATION</b>													
Executive Director - E. Spychalski	144,921	144,921	12	144,921	123,183	42,027		47,824	33,332	2,898	18,840	2% HCV; 13% CFP 10% HCV; 2% Business	
Accountant - C. Gaugler	86,000	87,720	12	87,720	78,948	77,194	1,754			8,772			
Account Clerk/Typist-K. Peterson	49,500	50,490	12	50,490	50,490			24,235	26,255				
<b>TOTAL ADMINISTRATION</b>	<b>280,421</b>	<b>283,131</b>		<b>283,131</b>	<b>252,621</b>	<b>119,221</b>	<b>1,754</b>	<b>72,059</b>	<b>59,587</b>	<b>11,670</b>	<b>18,840</b>		
Tenant Relations-K. Sicko	50,183	51,187	12	51,187	46,068		10,237	17,199	18,632	5,119		10% HCV; 10% Business 10% HCV; 10% CFP 10% HCV 10% HCV	
Housing Auth Asst-N. Krupski	36,020	36,740	12	36,740	29,392	3,674		12,345	13,373	3,674	3,674		
Tenant Relations-J. Yates (part time)	20 hr@\$18.48	20 hr@\$18.85	12	19,604	17,644			8,469	9,175	1,960			
Tenant Relations - overtime	2,000	2,000		2,000	1,800			864	936	200			
<b>TOTAL TENANT RELATIONS</b>	<b>88,203</b>	<b>89,927</b>		<b>109,531</b>	<b>94,904</b>	<b>3,674</b>	<b>10,237</b>	<b>38,877</b>	<b>42,116</b>	<b>10,953</b>	<b>3,674</b>		
<b>MAINTENANCE</b>													
Facility Manager-G. Hawthorne	74,569	76,060	12	76,060	74,539	11,409	1,521	29,663	31,946	1,521		2% HCV; 2% Business  198,931 75% Maintenance Labor 66,310 25% Utility Labor	
Maintenance Mechanic-T. Traver	43,025	43,886	12	43,886	43,886				43,886				
Maintenance Mechanic-T. Lloyd	43,025	43,886	12	43,886	43,886			43,886					
Maintenance Mechanic-L. Crawford	36,500	37,230	12	37,230	37,230			37,230					
Maintenance Mechanic-D. Heaton	35,000	35,700	12	35,700	35,700			35,700					
Laborer - Part Time - Summer Youth	\$7.50-\$10/hr	\$7.50-\$10/hr	3	15,000	15,000			7,200	7,800			265,241 TOTAL	
Estimated Overtime	15,000	15,000		15,000	15,000			7,200	7,800				
<b>TOTAL MAINTENANCE</b>	<b>247,119</b>	<b>251,762</b>		<b>266,762</b>	<b>265,241</b>	<b>11,409</b>	<b>1,521</b>	<b>160,879</b>	<b>91,432</b>	<b>1,521</b>	<b>0</b>		
<b>GRAND TOTAL</b>	<b>615,743</b>	<b>624,820</b>		<b>659,424</b>	<b>612,766</b>	<b>134,304</b>	<b>13,512</b>	<b>271,815</b>	<b>193,135</b>	<b>24,144</b>	<b>22,514</b>		