

Resolution #1 Executive Offices

RESOLUTION OFFERED BY ALDERMEN VANCE, DANBERG, AND HESS-MAHAN REGARDING THE INSTITUTION OF A PERFORMANCE MANAGEMENT SYSTEM

WHEREAS the Long Range Planning Committee of the Board of Aldermen has for several years been urging the Mayor to institute a performance management system along the lines of PerformanceStat, as used in the City of Somerville and other communities in Massachusetts and elsewhere, or some similar model, to monitor and improve the performance of city departments in delivering services to Newton's residents; and

WHEREAS the Citizen Advisory Group has recommended that the City of Newton institute such a performance management system and that it employ a PerformanceStat Officer to lead in instituting and implementing such a performance management system in the City of Newton; and

WHEREAS the Mayor's proposed budget for Fiscal Year 2010 includes funding for such a position; and

WHEREAS the implementation of an effective performance management system requires not only experienced and knowledgeable personnel but also adequate and appropriate supporting resources such as computer hardware and software;

NOW THEREFORE BE IT RESOLVED that this Honorable Board of Aldermen urges the Mayor to (1) forthwith institute a search process for the employment of the PerformanceStat Officer as soon as possible after funding for that position has been appropriated by this Board; and (2) identify what other resources funded in the city budget for Fiscal Year 2010 will be made available to the PerformanceStat Officer for carrying out that official's duties, or, if such resources are not deemed adequate for that purpose, supplement the Mayor's recommended budget by an amount adequate to meet that need.

Resolution #2 Library

Alderman Yates requesting that the Friends of the Newton Free Library reimburse the energy account for the Auburndale Branch Library for the amount of energy used by the Friends in preparation for the book sale with the rest of the proceeds to continue to go the Newton Free Library.

Submitted by Ald. Yates

Resolution #3 Personnel

TO: Board of Aldermen Colleagues
FROM: Ald. Ken Parker
RE: Fiscal Year 2010 Budget Amendments & Resolutions
DATE: May 12, 2010

I plan to offer several amendments and resolutions during the course of the budget process. Each of these items is intended to protect essential services and to help us maintain budgetary flexibility in this challenging fiscal climate. While the details of these amendments and resolutions are subject to input from Board colleagues and from the Administration as our deliberations proceed, I wanted to provide you with drafts of these proposals for your review and feedback. Specifically, I plan to offer resolutions intended: A) to extend the Fiscal Year 2010 wage freeze to all discretionary salaries; B) to strengthen our current hiring freeze; C) to preserve the opportunity for reorganization of the Mayor's office by eliminating calendar year 2009 funding for new positions in that office; and D) to begin the process of researching the personnel and organizational changes that will be necessary to consolidate functions and improve efficiencies, as recommended by the Citizens Advisory Group.

While each of these items stands on its own, I believe that taken together they will provide us with an opportunity to improve services, while controlling costs, in Fiscal Year 2010. Here are some of the details of these proposals:

A) Extension of the Fiscal Year 2010 Wage Freeze to all Discretionary Salaries— At a time when we are asking 80 percent of union employees to accept a pay freeze, we should not be giving raises to 80 percent of our non-union employees. The proposed amendment is to cut all H-grade salary increases from the proposed Fiscal year 2010 operating budget and resolve to the Mayor that these funds be added to salary reserve. In this manner, we can achieve equity among all employees by making appropriate H-grade salary adjustments after sufficient union contracts have been settled so as to set a pattern of salary adjustments. Please see the attached spreadsheet prepared by Comptroller David Wilkinson that lists these H-grade increases by department.

B) Strengthening our Hiring Freeze— While we currently have a hiring freeze in place, exceptions to the freeze are routine. This resolution would ask the Mayor to put in place a stricter hiring freeze with rigorous standards and clear justification before filling a vacant position. The goal of this hiring freeze is to

create vacancies, which will both make future reorganizations easier and will generate some badly-needed free cash.

Specifically, the resolution would ask that in order for a vacancy to be filled, the following steps and criteria should apply:

- 1) The position be justified as being needed to provide essential services or by virtue of the position generating more than its total compensation cost in savings and/or additional revenue;
- 2) There is no one else currently employed by the city who could do the work of the position requested to be filled without neglecting equally or more important work; and
- 3) That a written justification for the exemption to the hiring freeze be provided by the mayor to the Board of Aldermen two weeks before posting the position. The hiring freeze would not apply to temporary or seasonal workers (e.g. lifeguards, camp counselors, poll workers) or to emergency responders (police and firefighters).

C) Preserving the Opportunity to Reorganize the Executive Office— The proposed budget includes the creation of two new positions in the Mayor’s Office. Given that there will be a change of Administration half way through the fiscal year, it is not appropriate to create and fill new positions that a new mayor may wish to eliminate. In order to preserve the opportunity for the new mayor to reorganize the executive office, this proposed amendment would cut half a year’s salary and benefits from each of the proposed new positions, as detailed in the attached spreadsheet prepared by Comptroller Wilkinson.

D) Researching Reorganization Options— The Board of Aldermen has previously discussed reorganizing and consolidating functions across departments, including such functions as snow and ice clearing, information technology, and human resources. More recently, the Citizens Advisory Group has recommended reorganizing functions to increase productivity. In order to expedite this process, this resolution would ask the Mayor and School Department to work with the Board of Aldermen and members of the Citizens Advisory Group, as well as other interested citizens, to investigate the possibility of consolidating and coordinating these functions across departments to improve services and to control costs.

Submitted by Ald. Parker

Resolution #4 Executive Offices

Alderman Yates proposing to reduce the salary line item in the Executive Office by \$51,111 and the fringe benefit line item by \$15,201 so as to eliminate the position of Director of Policy and Communications by December 31, 2009.

Submitted by Ald. Yates