




THE CITY OF SAN DIEGO

M E M O R A N D U M

DATE: April 13, 2009

TO: Charles Connoy, SDDPC Chair of the Board

FROM: Jay M. Goldstone, Chief Operating Officer 

SUBJECT: San Diego Data Processing Corporation (SDDPC)

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During the past three years, the City has taken numerous steps to correct prior management decisions that threatened to undermine the City's solvency. The City has reduced its services to the public and cut approximately 875 FTE positions. In addition, salaries for virtually every management employee have been frozen for the past five years, and as part of this year's labor negotiations, every employee is being asked for concessions.

While reviewing the FY2010 SDDPC agency salary schedule, it has come to my attention that during this same time period, SDDPC not only maintained salary levels for employees, but also budgeted for raises, merit increases and bonuses. In FY2009, SDDPC budgeted \$597,578 in salary increases including bonuses and merits, and also budgeted market adjustments totaling \$250,000.

As you know, SDDPC receives approximately 93% of its revenues from the City and represents a major impact to the City's budget. I am concerned that the organization, on its own accord, has not taken personnel actions similar to those of the City. As a result, the SDDPC Board must take immediate action to realign the fiscal goals and objectives of SDDPC to mirror those of the City.

Finally, I have asked the City to conduct a high-level evaluation of your services and costs to determine if they are truly competitive in this market. The results of this evaluation will determine the need for future services provided by SDDPC.

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Charles Connoy, SDDPC Chair of the Board  
April 13, 2009

I am also requesting that the Board provide me the last three fiscal years of salary, bonuses, merits or any other compensation given to your Executive Team.

Attachment: SDDPC Salary Schedule

cc: Honorable Mayor Jerry Sanders  
Honorable Members of the City Council  
Mary Lewis, Chief Financial Officer  
Nader Tirandazi, Financial Management Director  
Andrea Tevlin, Independent Budget Analyst  
Tom Fleming, President/CEO, SDDPC

**TABLE 6.5  
SAN DIEGO DATA PROCESSING CORPORATION  
SALARY SCHEDULE**

| Position Title                        | FY 2009 Budget |             |  |                 |                 | FY 2010 Proposed Budget |             |  |                 |                 |
|---------------------------------------|----------------|-------------|--|-----------------|-----------------|-------------------------|-------------|--|-----------------|-----------------|
|                                       | Positions      | Base Salary | Salary Increases<br>(Merit, Bonus, etc.) | Salary Subtotal | Fringe Benefits | Positions               | Base Salary | Salary Increases<br>(Merit, Bonus, etc.) | Salary Subtotal | Fringe Benefits |
| Admin Asst. II                        | 1.00           | \$ 38,462   | \$ 321                                   | \$ 38,783       | \$ 12,586       | 0.00                    | \$ -        | \$ -                                     | \$ -            | \$ -            |
| Admin Asst. III                       | 1.00           | 49,638      | 207                                      | 49,845          | 16,176          | 1.00                    | 51,874      | -  | 51,874          | 16,803          |
| Asst.<br>Programmer<br>Analyst        | 2.00           | 101,821     | 1,306                                    | 103,127         | 33,468          | 3.00                    | 151,693     | -  | 151,693         | 49,137          |
| Billing Supp.<br>Analyst II           | 1.00           | 49,670      | 1,656                                    | 51,326          | 16,657          | 1.00                    | 52,764      | -  | 52,764          | 17,092          |
| Business<br>Analyst II                | 1.00           | 79,181      | 2,309                                    | 81,490          | 26,447          | 1.00                    | 81,555      | -  | 81,555          | 26,417          |
| Business<br>Analyst III               | 1.00           | 87,829      | 4,025                                    | 91,854          | 29,810          | 1.00                    | 90,903      | -  | 90,903          | 29,445          |
| Buyer II                              | 1.00           | 53,914      | 225                                      | 54,139          | 17,570          | 2.00                    | 109,475     | -  | 109,475         | 35,461          |
| Buyer III                             | 1.00           | 73,649      | 614                                      | 74,263          | 24,101          | 1.00                    | 74,006      | -  | 74,006          | 23,972          |
| Chief Financial<br>Officer            | 1.00           | 135,928     | 1,699                                    | 137,627         | 44,665          | 1.00                    | 139,325     | -  | 139,325         | 45,131          |
| Corporate<br>Counsel                  | 1.00           | 175,929     | 4,398                                    | 180,327         | 58,523          | 1.00                    | 182,077     | -  | 182,077         | 58,979          |
| Corporate<br>Legal Assistant          | 1.00           | 55,000      | 2,292                                    | 57,292          | 18,593          | 1.00                    | 53,820      | -  | 53,820          | 17,434          |
| Data Center<br>Operations<br>Analyst  | 1.00           | 68,196      | 568                                      | 68,764          | 22,317          | 1.00                    | 70,240      | -  | 70,240          | 22,752          |
| Data Center<br>Operator I             | 6.00           | 238,113     | 4,101                                    | 242,214         | 78,607          | 6.00                    | 249,497     | -  | 249,497         | 80,818          |
| Data Center<br>Operator II            | 3.00           | 145,209     | 4,306                                    | 149,515         | 48,523          | 3.00                    | 153,199     | -  | 153,199         | 49,625          |
| Data Entry<br>Operator                | 1.00           | 24,452      | 306                                      | 24,758          | 8,035           | 1.00                    | 25,063      | -  | 25,063          | 8,118           |
| Database<br>Admin. III                | 5.00           | 419,794     | 14,469                                   | 434,263         | 140,934         | 5.00                    | 428,256     | -  | 428,256         | 138,722         |
| Database<br>Admin. IV                 | 3.00           | 278,481     | 9,770                                    | 288,251         | 93,548          | 2.00                    | 185,507     | -  | 185,507         | 60,090          |
| Database<br>Admin. V                  | 1.00           | 114,146     | 1,902                                    | 116,048         | 37,662          | 2.00                    | 221,641     | -  | 221,641         | 71,795          |
| Desktop<br>Support Analyst<br>I       | 6.00           | 276,404     | 7,031                                    | 283,435         | 91,985          | 3.00                    | 141,358     | -  | 141,358         | 45,789          |
| Desktop<br>Support Analyst<br>II      | 11.00          | 602,075     | 12,814                                   | 614,889         | 199,554         | 14.00                   | 756,013     | -  | 756,013         | 244,890         |
| Desktop<br>Support Analyst<br>III     | 0.00           | -           | -  | -               | -               | 2.00                    | 126,755     | -  | 126,755         | 41,059          |
| Division<br>Director                  | 2.00           | 286,874     | 7,172                                    | 294,046         | 95,429          | 2.00                    | 298,358     | -  | 298,358         | 96,645          |
| Executive<br>Assistant                | 1.00           | 55,702      | 232                                      | 55,934          | 18,153          | 1.00                    | 57,932      | -  | 57,932          | 18,765          |
| Facilities<br>Manager                 | 1.00           | 83,842      | 699                                      | 84,541          | 27,437          | 1.00                    | 87,198      | -  | 87,198          | 28,245          |
| Financial<br>Analyst III              | 2.00           | 132,453     | 1,944                                    | 134,397         | 43,616          | 2.00                    | 137,088     | -  | 137,088         | 44,406          |
| General<br>Maintenance                | 1.00           | 34,278      | 571                                      | 34,849          | 11,310          | 0.00                    | -           | -  | -               | -               |
| Help Desk<br>Specialist I             | 0.00           | -           | -  | -               | -               | 4.00                    | 158,930     | -  | 158,930         | 51,481          |
| Help Desk<br>Specialist II            | 10.00          | 504,242     | 21,966                                   | 526,208         | 170,774         | 5.00                    | 240,074     | -  | 240,074         | 77,765          |
| Human<br>Resources<br>Rep. I          | 1.00           | 51,500      | 429                                      | 51,929          | 16,853          | 1.00                    | 53,820      | -  | 53,820          | 17,434          |
| Information<br>Security Officer       | 1.00           | 129,590     | 1,080                                    | 130,670         | 42,407          | 1.00                    | 132,185     | -  | 132,185         | 42,818          |
| Information<br>Security<br>Specialist | 3.00           | 241,618     | 9,324                                    | 250,942         | 81,440          | 3.00                    | 265,995     | -  | 265,995         | 86,162          |
| Intern<br>Programmer<br>Analyst       | 1.00           | 38,563      | 1,767                                    | 40,330          | 13,089          | 1.00                    | 39,520      | -  | 39,520          | 12,801          |
| Inventory<br>Control<br>Specialist    | 0.00           | -           | -  | -               | -               | 1.00                    | 36,225      | -  | 36,225          | 11,734          |
| Mail Systems<br>Admin. I              | 1.00           | 56,706      | 2,126                                    | 58,832          | 19,093          | 1.00                    | 58,691      | -  | 58,691          | 19,011          |
| Mail Systems<br>Admin. II             | 3.00           | 189,282     | 4,186                                    | 193,468         | 62,788          | 3.00                    | 199,182     | -  | 199,182         | 64,520          |
| Mail Systems<br>Admin. III            | 2.00           | 160,476     | 2,739                                    | 163,215         | 52,969          | 2.00                    | 168,089     | -  | 168,089         | 54,448          |
| Maintenance                           | 1.00           | 31,200      | -  | 31,200          | 10,126          | 1.00                    | 36,059      | -  | 36,059          | 11,680          |

| Position Title               | FY 2009 Budget |             |  |                 |                 | FY 2010 Proposed Budget |             |  |                 |                 |
|------------------------------|----------------|-------------|--|-----------------|-----------------|-------------------------|-------------|--|-----------------|-----------------|
|                              | Positions      | Base Salary | Salary Increases<br>(Merit, Bonus, etc.) | Salary Subtotal | Fringe Benefits | Positions               | Base Salary | Salary Increases<br>(Merit, Bonus, etc.) | Salary Subtotal | Fringe Benefits |
| Network Administrator I      | 2.00           | 122,155     | 1,515                                    | 123,670         | 40,135          | 0.00                    | -           | -  | -               | -               |
| Network Administrator II     | 11.00          | 808,752     | 20,124                                   | 828,876         | 269,001         | 12.00                   | 830,929     | -  | 830,929         | 269,157         |
| Network Administrator III    | 0.00           | -           | -  | -               | -               | 3.00                    | 247,958     | -  | 247,958         | 80,319          |
| Network Coordinator          | 1.00           | 76,050      | 1,584                                    | 77,634          | 25,195          | 1.00                    | 78,330      | -  | 78,330          | 25,373          |
| Network Engineer I           | 1.00           | 79,994      | 2,000                                    | 81,994          | 26,610          | 0.00                    | -           | -  | -               | -               |
| Network Engineer II          | 2.00           | 172,700     | 6,704                                    | 179,404         | 58,223          | 0.00                    | -           | -  | -               | -               |
| Network Engineer III         | 3.00           | 315,126     | 5,669                                    | 320,795         | 104,110         | 5.00                    | 521,656     | -  | 521,656         | 168,977         |
| Network Engineer IV          | 1.00           | 124,630     | 2,077                                    | 126,707         | 41,121          | 1.00                    | 124,200     | -  | 124,200         | 40,231          |
| Network Support Engineer     | 3.00           | 197,097     | 5,812                                    | 202,909         | 65,851          | 0.00                    | -           | -  | -               | -               |
| Network Svcs. Tech II        | 2.00           | 99,452      | 3,540                                    | 102,992         | 33,425          | 2.00                    | 103,675     | -  | 103,675         | 33,583          |
| Network Svcs. Tech III       | 5.00           | 283,137     | 9,930                                    | 293,067         | 95,111          | 5.00                    | 292,031     | -  | 292,031         | 94,596          |
| Network Sys. Analyst I       | 1.00           | 43,661      | 1,819                                    | 45,480          | 14,760          | 0.00                    | -           | -  | -               | -               |
| NOC Analyst I                | 0.00           | -           | -  | -               | -               | 1.00                    | 45,409      | -  | 45,409          | 14,709          |
| NOC Analyst II               | 0.00           | -           | -  | -               | -               | 1.00                    | 63,898      | -  | 63,898          | 20,698          |
| NOC Analyst III              | 0.00           | -           | -  | -               | -               | 3.00                    | 234,185     | -  | 234,185         | 75,858          |
| Payroll Specialist           | 1.00           | 51,500      | 644                                      | 52,144          | 16,923          | 1.00                    | 53,303      | -  | 53,303          | 17,266          |
| President/CEO                | 1.00           | 230,000     | 76,666                                   | 306,666         | 99,525          | 1.00                    | 239,200     | -  | 239,200         | 77,482          |
| Principal Analyst I          | 36.00          | 3,211,868   | 82,538                                   | 3,294,406       | 1,069,157       | 46.00                   | 4,099,065   | -  | 4,099,065       | 1,327,781       |
| Principal Analyst II         | 11.00          | 1,024,387   | 24,288                                   | 1,048,675       | 340,334         | 11.00                   | 1,070,565   | -  | 1,070,565       | 346,781         |
| Prod Control Analyst I       | 3.00           | 124,317     | 4,180                                    | 128,497         | 41,702          | 2.00                    | 86,794      | -  | 86,794          | 28,114          |
| Prod Control Analyst II      | 1.00           | 50,080      | 1,252                                    | 51,332          | 16,659          | 2.00                    | 94,721      | -  | 94,721          | 30,682          |
| Program Manager              | 1.00           | 93,000      | 4,650                                    | 97,650          | 31,691          | 0.00                    | -           | -  | -               | -               |
| Program Manager II           | 2.00           | 187,672     | 6,287                                    | 193,959         | 62,947          | 5.00                    | 437,861     | -  | 437,861         | 141,833         |
| Program Manager III          | 4.00           | 428,719     | 11,755                                   | 440,474         | 142,950         | 3.00                    | 335,747     | -  | 335,747         | 108,756         |
| Program Manager IV           | 1.00           | 150,000     | 7,500                                    | 157,500         | 51,115          | 0.00                    | -           | -  | -               | -               |
| Programmer Analyst           | 2.00           | 123,561     | 4,846                                    | 128,407         | 41,673          | 1.00                    | 49,988      | -  | 49,988          | 16,192          |
| Project Manager I            | 3.00           | 214,565     | 7,295                                    | 221,860         | 72,002          | 3.00                    | 219,901     | -  | 219,901         | 71,231          |
| Project Manager II           | 5.00           | 446,604     | 12,000                                   | 458,604         | 148,834         | 4.00                    | 359,278     | -  | 359,278         | 116,379         |
| Project Manager III          | 0.00           | -           | -  | -               | -               | 1.00                    | 109,710     | -  | 109,710         | 35,538          |
| Receptionist I               | 0.00           | -           | -  | -               | -               | 1.00                    | 4,160       | -  | 4,160           | 1,348           |
| Receptionist II              | 0.00           | -           | -  | -               | -               | 1.00                    | 39,808      | -  | 39,808          | 12,895          |
| Recruiter                    | 0.00           | -           | -  | -               | -               | 1.00                    | 50,000      | -  | 50,000          | 16,196          |
| Resource Manager I           | 5.00           | 487,954     | 17,867                                   | 505,821         | 164,158         | 2.00                    | 186,773     | -  | 186,773         | 60,500          |
| Resource Manager II          | 10.00          | 1,106,599   | 30,754                                   | 1,137,353       | 369,113         | 13.00                   | 1,495,077   | -  | 1,495,077       | 484,290         |
| Service Delivery Analyst I   | 2.00           | 79,550      | 2,488                                    | 82,038          | 26,624          | 1.00                    | 49,554      | -  | 49,554          | 16,052          |
| Service Delivery Analyst II  | 4.00           | 223,178     | 5,997                                    | 229,175         | 74,376          | 5.00                    | 279,163     | -  | 279,163         | 90,427          |
| Service Delivery Analyst III | 3.00           | 201,618     | 4,702                                    | 206,320         | 66,959          | 3.00                    | 208,992     | -  | 208,992         | 67,697          |
| Sr. Accountant               | 1.00           | 61,500      | 3,075                                    | 64,575          | 20,957          | 1.00                    | 63,038      | -  | 63,038          | 20,419          |
| Sr. Data Entry Operator      | 1.00           | 25,736      | 322                                      | 26,058          | 8,457           | 1.00                    | 26,379      | -  | 26,379          | 8,545           |

| Position Title                          | FY 2009 Budget |                      |  |                      |                     | FY 2010 Proposed Budget |                      |  |                      |                     |
|---|----------------|----------------------|--|----------------------|---------------------|-------------------------|----------------------|--|----------------------|---------------------|
|   | Positions      | Base Salary          | Salary Increases<br>(Merit, Bonus, etc.) | Salary Subtotal      | Fringe Benefits     | Positions               | Base Salary          | Salary Increases<br>(Merit, Bonus, etc.) | Salary Subtotal      | Fringe Benefits     |
| Sr. Programmer Analyst                  | 19.00          | 1,376,981            | 26,358                                   | 1,403,339            | 455,435             | 25.00                   | 1,887,717            | -  | 1,887,717            | 611,475             |
| Sr. Technical Specialist                | 7.00           | 786,872              | 20,405                                   | 807,277              | 261,991             | 9.00                    | 1,021,343            | -  | 1,021,343            | 330,837             |
| Stock/Delivery Clerk                    | 1.00           | 31,293               | 391                                      | 31,684               | 10,283              | 1.00                    | 29,848               | -  | 29,848               | 9,668               |
| Supervisor Operations                   | 5.00           | 295,039              | 8,345                                    | 303,384              | 98,459              | 5.00                    | 297,003              | -  | 297,003              | 96,206              |
| Supervisor Sr. Comp Spec                | 1.00           | 73,527               | 1,532                                    | 75,059               | 24,359              | 1.00                    | 76,470               | -  | 76,470               | 24,770              |
| Supervisor Technical Services           | 3.00           | 230,232              | 9,859                                    | 240,091              | 77,919              | 3.00                    | 228,935              | -  | 228,935              | 74,157              |
| Systems Programmer III                  | 1.00           | 78,838               | 1,314                                    | 80,152               | 26,012              | 0.00                    | -                    | -  | -                    | -                   |
| Systems Programmer IV                   | 9.00           | 854,055              | 23,624                                   | 877,679              | 284,839             | 9.00                    | 883,627              | -  | 883,627              | 286,227             |
| Technical Support Analyst I             | 1.00           | 43,465               | 2,173                                    | 45,638               | 14,811              | 2.00                    | 77,292               | -  | 77,292               | 25,037              |
| Technical Support Analyst II            | 2.00           | 90,372               | 1,644                                    | 92,016               | 29,863              | 1.00                    | 50,021               | -  | 50,021               | 16,203              |
| Trainer                                 | 1.00           | 70,000               | 3,500                                    | 73,500               | 23,853              | 0.00                    | -                    | -  | -                    | -                   |
| Overtime                                | 0.00           | 162,743              | -  | 162,743              | 52,816              | 0.00                    | 166,040              | -  | 166,040              | 53,784              |
| Market Adj /Promotions /Critical Skills | 0.00           | 250,000              | -  | 250,000              | 81,134              | 0.00                    | 110,000              | -  | 110,000              | 35,632              |
| Vacancy Savings                         | 0.00           | (617,392)            | -  | (617,392)            | (200,365)           | 0.00                    | (653,563)            | -  | (653,563)            | (211,705)           |
| <b>TOTAL</b>                            | <b>258.00</b>  | <b>\$ 19,635,404</b> | <b>\$ 597,578</b>                        | <b>\$ 20,232,982</b> | <b>\$ 6,566,352</b> | <b>280.00</b>           | <b>\$ 21,590,450</b> | <b>\$ -</b>                              | <b>\$ 21,590,450</b> | <b>\$ 6,993,644</b> |

Note: Totals may not equal sum of the column, due to rounding.