

Department – Town Manager Salaries & New Hires

General Information

Code		Department Name	Town Manager	BFRB Member(s)	Conti
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Account Number Information

Number		Name	
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BFRB – Question

- Being new on the Board, my concerns focus on new hires and salary increases. The Department Head recommended salary increases. The Town Manager increased them more what was presented. Some of the salaries are already above the norm. Is this a common practice in past budgets? Why did the Town Manager increase the salaries by another .5 % to 1.5 %. See the below for each department.

General Information

Code		Department Name	Town Manager	BFRB Member(s)	Conti
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BFRB – Questions

- Trying to keep a yearly budget increase of 2-3% is the goal. FY 2023 the total expenditures were \$81,686,677. FY 2024 was \$88,884,920 up **8.9%**. We got better with the appropriation for FY 2025 with \$91,601,143 with an increase of **3%**. The Recommended Budget for FY 2026 is \$95,780,487 at **4.5 %**. The town went for \$81,686,677 Fy 2023 to a requested amount in FY 2026 to \$95,780,487. That's a 14 million dollar increase in that time span. New hires and new equipment are the driving factors. There are different levels of service that need to be considered and at what cost to the taxpayers. At this rate, we will be at \$100,000,000 in 1 more year. Where can we reduce new hires and union new hires? Many salary increases were at an average of 9%. Can you quantify the number of union personnel and non-union personnel that the town employees and the number of different unions we have in Smithfield? Do we expect any retirees this year?

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- Could a standard template be used for all increases and for each year a based on a performance recommendation, 1 to 2 employees would get an additional increase. Many fortune 500 companies use this method to control their yearly salary expenses.
- Are we able to determine how many new residents were added to the tax roll in the last year to fund our budget?

General Information

Code	004	Department Name	Department- Town Manager	BFRB Member(s)	Conti
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Account Number Information

Number		Name	
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BFRB – Question

- Salaries and wages increased 15% (\$65,889). Several line items were increased above the Department's request. What is the justification for further increases? Should increases be equal across the board and a few each year be based on a performance recommendation by the Department Head to be determined by the Town Manager?

General Information

Code	006	Department Name	Department- Town Clerk	BFRB Member(s)	Conti
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Account Number Information

Number		Name	
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BFRB – Question

- Salaries and wages increased 8%. (\$21,464). Several line items were increased above the Department's request. What is the justification for further increases? Should increases be equal across the board and a few each year be based on a performance recommendation by the Department Head to be determined by the Town Manager?

General Information

Code	007	Department Name	Department- Town Planner	BFRB Member(s)	
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BFRB – Question

- Salaries and wages increased 10.7% (\$16,814). Several line items were increased above the Department's request. What is the justification for further increases? Should increases be equal across the board and a few each year be based on a performance recommendation by the Department Head to be determined by the Town Manager?

General Information

Code	008	Department Name	Department- Treasurer	BFRB Member(s)	Conti
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Account Number Information

Number	Name
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BFRB – Question

- Salaries and wages increased 6% (\$28,921). Several line items were increased above the Department's request. What is the justification for further increases? Should increases be equal across the board and a few each year be based on a performance recommendation by the Department Head to be determined by the Town Manager?

General Information

Code	010	Department Name	Department –Building /Zoning	BFRB Member(s)	Conti
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Account Number Information

Number	Name
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BFRB – Question

- Salaries and wages increased 10.25%. (\$28.921). Several line items were increased above the department's request. What is the justification for further increases? Should increases be equal across

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the board and a few each year be based on a performance recommendation by the Department Head to be determined by the Town Manager?

General Information

Code	048	Department Name	Department- Recreation	BFRB Member(s)	Conti
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Account Number Information

Number		Name	
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BFRB – Question

- Several line items were increased above the department's request. What is the justification for further increases? Should increases be equal across the board and a few each year be based on a performance recommendation by the Department Head to be determined by the Town Manager?

Department

General Information

Code	011	Department Name	Department – Engineering	BFRB Member(s)	Conti
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Account Number Information

Number		Name	
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BFRB – Question

- Salaries and wages increased 9.95%. (\$21,898). Several line items were increased above the department's request. What is the justification for further increases? Should increases be equal across the board and a few each year be based on a performance recommendation by the Department Head to be determined by the Town Manager?

General Information

Code	031	Department Name	Department- Fire	BFRB Member(s)	Conti
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Account Number Information

Number		Name	
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BFRB – Question

- Schedule A -Salaries and wages increased 10% to 13%. Several line items were increased above the department's request. What is the justification for further increases? Should increases be equal across the board and a few each year be based on a performance recommendation by the Department Head to be determined by the Town Manager?

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General Information

Code	041	Department Name	Department- Public Works	BFRB Member(s)	Conti
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Account Number Information

Number		Name	
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BFRB – Question

- Public Works – Salaries and wages increased 9.8 % (\$123,054). Several line items were increased above the department's request. What is the justification for further increases? Should increases be equal across the board and a few each year be based on a performance recommendation by the Department Head to be determined by the Town Manager?

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Department

General Information

Code	074	Department Name	Department- Senior Center	BFRB Member(s)	Conti
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Account Number Information

Number		Name	
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BFRB – Question

- Salaries and wages increased 20.55% (\$48,326). Several line items were increased above the department's request. What is the justification for further increases? Should increases be equal across the board and a few each year be based on a performance recommendation by the Department Head to be determined by the Town Manager?

General Information

Code		Department Name	Department- Recreation	BFRB Member(s)	Conti
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Account Number Information

Number		Name	
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BFRB – Question

- Several line items were increased above the department's request. What is the justification for the increases?

General Information

Code	0	Department Name	Department- Recreation	BFRB Member(s)	Conti
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BFRB – Question

- Several line items were increased above the department's request. What is the justification for the increases?