



ANNUAL REPORT 2023-24

Stamford, Connecticut

Mayor Caroline Simmons

Submitted October 31, 2024

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Part I - About Stamford

Stamford, first settled in 1641, is Connecticut's second largest city by population. It was named the Town of Stamford in 1642 and was admitted to Connecticut in October 1662. In 1893, the City of Stamford, comprising the central portion of the Town of Stamford, was incorporated. Thereafter, the City of Stamford became a component part of the Town of Stamford resulting in two separate governments. On April 15, 1949, the Town and City were consolidated and named the City of Stamford (the "City"). The City covers an area of approximately 40 square miles located on Long Island Sound between Greenwich to the west and New Canaan and Darien to the east.

The City is less than one hour from New York City by rail or highway transportation. It is on the New Haven line of the Metro-North commuter railroad and also receives service from Shoreline East, Amtrak, and Conrail which provide daily passenger and freight service. It is served by interstate, intrastate, and local bus lines. The Connecticut Turnpike (I-95), the Boston Post Road (U.S. Route 1), and the Merritt Parkway (CT Route 15), traverse the City.

The City has a high concentration of national and international corporate headquarters, and it is the major retail trade center of Fairfield County, yet it maintains its suburban character and residential areas. The City offers its residents a high quality of life including good schools, a broad array of public services, attractive parks and recreational activities, and a safe living environment. Through sound urban planning the City has strengthened its downtown retail core, increased its housing and cultural facilities, and attracted major office development.

Restoration of the Mill River, which includes the creation of a new 28-acre urban park along its banks and a greenway leading from downtown Stamford to Long Island Sound, continues. The Mill River Park is spurring development and real estate tax revenues with over 2,700 new residential units that have been built or are in development around the perimeter of the park.

Census Statistics

Stamford is an important residential suburb in one of the highest per capita income areas of the United States. The latest (2020) US Census Release reports Stamford's median household income as \$96,885 with a population of 135,470.

Stamford Neighborhoods

While Stamford is divided into 20 districts for the purpose of representation on the City's Board of Representatives, residents often identify closer to the "neighborhood" that each lives in. In Stamford, there are 13 general neighborhoods. Since these are not formally delineated in any way, exact borders cannot be identified, but they generally are: Glenbrook, Cove, Downtown, East Side, North Stamford, Ridgeway-Bulls Head, Shippan, Springdale, Turn of River-Newfield, Waterside, West Side and Westover.

Introduction to City Government

Structure

The City of Stamford operates under a Charter adopted in 1949 and most recently revised in November 2013. The 2013 18th Charter Revision was undertaken to correct discrepancies created by the 2012 decennial charter review. The 2012 revisions mandated a Board of Ethics, created a Historic Preservation Advisory Commission, added a preamble concerning Citizens’ Rights, created a single combined fire department consisting of the existing municipal department and the five volunteer companies, and made a number of technical changes to the Charter. The 19th Charter Revision process was initiated in early 2022 and was rejected by residents in 2023.

The chief executive officer of the City is the Mayor, who has been elected for a four-year term of office. The legislative function is performed by a forty-member Board of Representatives whose members are elected, two from each of twenty districts, for four-year terms. The Board of Representatives adopts ordinances and resolutions and must approve all expenditures of funds. A six-member Board of Finance, elected to staggered three-year terms with provisions for representation of two major political parties, establishes fiscal policy and must approve all expenditures of funds.

The City provides a full range of municipal services, including education, public safety (police and fire), public works (engineering, road construction and maintenance, waste disposal, sewage treatment, building maintenance, etc.), health and social services, planning and development, and recreational and cultural services. Approximately 4,600 full- and part-time employees – representing both the City of Stamford and the Board of Education – provide services to a community which geographically spans nearly 40 square miles and includes more than 135,000 residents. A listing of City offices and additional information about the City is available on the City’s website at www.stamfordct.gov.

Principal Municipal Officials

The Mayor, subject to the approval of the Board of Representatives, appoints four Directors: the Director of Operations, Director of Administration, Director of Legal Affairs, and Director of Public Safety, Health & Welfare. The Mayor also appoints the Director of Economic Development and a Chief of Staff. The Directors and the Chief of Staff serve at the Mayor’s pleasure and their terms are coterminous with the Mayor’s term of office.

Municipal Officials		
Office	Name	Manner of Selection/ Term
Mayor	Caroline Simmons	Elected/4 years
Chief of Staff	Bridget Fox	Appointed by Mayor
Superintendent of Schools	Dr. Tamu Lucero	Appointed by Board of Ed
Director of Administration	Benjamin Barnes	Appointed by Mayor
Director of Operations	Matthew Quinones	Appointed by Mayor

Director of Legal Affairs	Thomas Cassone	Appointed by Mayor
Director of Public Safety & Health	Louis DeRubeis	Appointed by Mayor
Director of Human Resources	Paula A. Russell	Appointed by Mayor
Director of Economic Development	Leah Kagan	Appointed by Mayor

Mayor’s Office

Mayor Caroline Simmons was elected on November 1, 2021 as the 32nd Mayor of the City of Stamford. Ms. Simmons began her four-year term on December 1, 2021.

Mayor Simmons’ Cabinet members are as follows:

- Rachel Alonso-Mendoza, Special Assistant – Communications & Resident Services Specialist
- Paula A. Russell, Director of Human Resources
- Thomas Cassone, Director of Legal Affairs
- Benjamin Barnes, Director of Administration
- Louis DeRubeis, Director of Public Health & Safety
- Bridget Fox, Chief of Staff
- Janeene Freeman, Special Assistant – Community Engagement & Partnerships
- Cindy Grafstein, Special Assistant for Education
- Lauren Meyer – Special Assistant for Policy & Legislative Affairs
- Aaron Miller, Special Assistant – Communications
- Geraldine Uribe, Special Assistant – Economic Development
- Leah Kagan, Director of Economic Development
- Matthew Quinones, Director of Operations

In addition to the Mayor’s Cabinet, the Mayor’s Office has an Executive Secretary, Ngan Nguyen.

Appointments to Boards and Commissions

The Mayor has filled over 80 seats to serve on various Boards and Commissions since taking office on December 1, 2021.

Constituent Services Summary

The Mayor’s Office receives many requests for service monthly from constituents, citizens, elected officials, board members, community agencies and businesses. In addition, the Mayor is required weekly to sign dozens of contracts, agreements, and other items, which require Mayoral review, approval, and processing. A significant number of letters from constituents seeking information, assistance in resolving issues or simply sharing an opinion are also addressed and responded to accordingly. In addition to the Mayor’s very hectic work and meeting schedule, the Mayor receives many invitations to attend and participate in community events and strives to attend each event personally.

Mayor's Constituent Activities

The Mayor regularly meets with residents, neighborhood associations and other groups to discuss constituent and neighborhood issues either virtually or in-person. Mayor Simmons initiated Citizen Hubs, located at various locations around the City.

Cabinet Meetings, Employee Communications, Directors & Managers Meetings

Cabinet Meetings

The Mayor's weekly Cabinet meetings are a collective forum for members of the Administration to discuss important government projects, department issues, challenges, as well as other matters concerning the City. This year, the Mayor's Office is emphasizing infrastructure – both applying for grants and prioritizing and determining projects.

Directors & Managers Meetings

Several times a year, Mayor Simmons invites all Directors and Department Managers throughout the City to participate in a roundtable discussion to share information and discuss current projects, initiatives and issues within each department. These sessions are very informative and provide the opportunity for each department to become familiar with what is happening throughout the City.

Employee Communications – Employees are able to keep apprised of day-to-day activities, programs, opportunities and other newsworthy items through the City's intranet. Employees and departments submit information for postings to the site.

Mayor Simmons' administration is emphasizing employee (and community) engagement. A very successful (with record-setting attendance) Employee Picnic was held in September of 2024. An employee satisfaction survey was conducted and reported out to department heads and supervisors before the results were revealed to all employees in one of the Citywide employee meetings that the Mayor holds several times a year.

Many community events and holiday celebrations were held throughout the year at Government Center to which all City employees are invited and encouraged to attend.

On July 8, 2024, Mayor Caroline Simmons delivered the State of the City Address to Stamford's Board of Representatives via Zoom. Below, we share with you some of the highlights and achievements Stamford has seen in Fiscal Year 2024/2025.

Mayor's Youth Programs

Youth Leadership Council

The mission of the Mayor's Youth Leadership Council (MYLC) is to promote safe schools and communities, with an emphasis on school climate and culture, which includes bullying, sexual harassment, mental health, suicide prevention, human trafficking, dating violence and the rights of immigrants. MYLC's model of student

activism has three components: public awareness activities, volunteer programs and social change campaigns.

MYLS is in all three high schools. MYLC programs robust opportunity for student voice through City-wide webinars with superintendent, invited guests from the community and school district. We were able to maintain our typical outreach within the school building by completing four in-school events per month and maintaining a strong social media presence.

Adventure Education

The purpose of the Adventure Education program is to promote and strengthen self –confidence, communication skills, teamwork, trust, and leadership skills in children and teens. The adventure program is also used to promote healthy relationships between children and adults. The program has several components. During the academic year, the Adventure Education program works with a variety of community groups, youth serving agencies, and public and private school groups. Pathfinders Adventure Camp offers a combination of traditional camp activities and adventure components, including challenge course programming, canoeing, and mountain biking, hiking, orienteering, and rock climbing.

Chronic Absentee Program

The Mayor’s Youth Services Bureau (MYSB) provides support at the district, school, family, and student level to help reduce chronic absenteeism in Stamford Public Schools. Chronic Absenteeism (missing school for any reason) has become a leading metric for determining student success and closing the achievement gap. We provide attendance resources and support to schools and families from preschool through high school graduation and serve as the community agency designated by the Connecticut State Department of Education for referrals for truant students (unexcused absences) that were formerly processed through the juvenile court system. The MYSB works closely with Stamford Public Schools in the development and implementation of policies and procedures designed to improve school attendance. The program created the District Attendance Team uniting stakeholders across multiple sectors with the common goal of increasing student engagement. The team utilizes data on the district level to identify patterns, establish district wide standards for early detection and intervention and promote policies at the district level to remove barriers to attendance. We actively work with community agencies on the development and presentation of targeted Attendance Awareness programs designed to meet the needs of diverse community members.

Coalition Building

The Mayor’s Youth Services Bureau (MYSB) provides support to all youth serving organizations in the Stamford/Greenwich Court Catchment Area by serving as the Lead Local Interagency Implementation Team (LIST) as designated by the State of Connecticut Judicial Branch, DCF and CSSD. The 13 LISTs, one in each court catchment area of the state, are intended to engage and integrate communities and local voice into statewide planning efforts to meet the needs of youth at risk, court-involved youth and their families to prevent further juvenile justice involvement.

Our goal is to continue to support the building of a healthy community that promotes asset development and views youth as resources. The MYSB will work with schools, community organizations, and most importantly,

the young people to ensure that they are provided with the support and guidance they need to become the leaders of tomorrow.

The MYSB vision is to reach every young person in Stamford who wants to get involved in positive, safe, and rewarding activities in an environment where they are treated with dignity, respect, and positive regard. We work with schools and community organizations to find ways young people can get involved, be engaged, and help make significant contributions that are meaningful and beneficial. MYSB strives to ensure that our local youth have the support and guidance they need to become the leaders of tomorrow.

Mayor's Multicultural Council

It is the Mission of the Mayor's Multicultural Council of the City of Stamford, Connecticut to inform, celebrate, promote, understand, appreciate and respect the rich diversity of the many cultural groups that enrich the City.

The Mayor's Multicultural Council (MMC) has approximately 15 members who celebrate and promote the understanding and respect of a rich diversity of the many cultural groups that enrich the City of Stamford. Some of the annual programs such as the Italian Heritage Festival, Miss Latina USA, Martin Luther King celebration, Indian Festival of Lights and Juneteenth celebrations. In addition, many Independence Day celebrations were held in person again throughout the year with increased participation and enthusiasm.

Stamford Animal Shelter Alliance (Animal Control Center)

The Mayor's Office continues to work with the Stamford Animal Shelter Alliance (SASA, formerly Stamford Helping Paws), a private 501(c)3 charitable organization, dedicated to supporting the Stamford Animal Control & Care Center. Its main goal is to raise funds to construct a new facility. Members of the Mayor's cabinet (or designees) are represented on the on the Board of Directors.

Citizens Service Center

The Citizens Services Center ("CSC") is responsible for customer service for the City of Stamford. In early 202, the Citizens Service Center oversight was transferred from Operations to the Mayor's Office. Staff consisted of one CSC Representative and a Supervisor. CSC is responsible for answering general telephone inquiries and entering service requests into the City's electronic Customer Relationship Management ("CRM") Tool, Veoci. The CRM routes citizen requests to the appropriate departments, who complete the requested service and respond back to the citizen. Residents who contact the CSC can also request an update status of their service requests using a tracking number. The Road Maintenance Department, Sanitation Department, City Parks Department, Signals Crew, and Signs and Lines Crews have been outfitted with iPads and are able to enter requests for service as well as information on responses to request.

Office of Economic Development

Background Economic Indicators

Stamford boasts a diverse economic base which includes major firms in several important industry clusters. The city's commercial property maintains a cost advantage over mid-city Manhattan and Greenwich which helps to sustain the city's commercial base at comparatively favorable rent levels for commercial tenants. Stamford is the State's largest business center and is one of the pre-eminent locations for corporate headquarters, ranking within the top 10% nationally. Stamford is home to four Fortune 500 and nine Fortune 1000 companies and supports some of Connecticut's most prestigious businesses. Along with many regional branches, the headquarters of many prominent companies such as Charter Communications, Synchrony Financial, WWE, NBC Sports Group, Philips, United Rentals, Gartner, Pitney Bowes, Deloitte, and Vineyard Vines call Stamford home. Stamford boasts an impressive list of finance, insurance, management, real-estate, digital media, health, and consumer goods companies. By fostering some of the top businesses in the country, Stamford's strong employment opportunities are one of the driving forces in attracting young talent. Science and technology startups have been relocating to Stamford given the abundance of co-working and incubator spaces as well as the opportunity for venture capital funds and angel investments. Stamford is also the largest international trade center between New York and Boston.

In the past year there have been numerous completed developments with over 1,000 residential units completed in the past 12 months. There are currently over 5,000 units that are actively under construction or have been approved by the city to begin construction. (Source: Land Use/Zoning) Stamford also boasts a 96% apartment building occupancy rate and a 90% downtown retail occupancy rate.

Projects

Recent Project Openings

- The Hazel: 523 Canal Street; 183 apartments and 2,500 sq ft of retail and community space
- URBYPHASE 2: 57 Greyrock Place, 183 apartments
- Athem Harbor Point: 2 Harbor Point Road, 180 apartments
- Opus Harbor Point: 900 Pacific Street, 180 apartments
- The Stanley, 1315 Washington Boulevard, 187 apartments
- 287-297 Washington Boulevard: 287-297 Washington Boulevard, 22 Condos
- The Smyth: 885 Tresser Blvd - 414 residential units; 18,500 sf retail
- LifeTime Living Stamford: 245 Atlantic Street, 290 units and 10,050 sf gym
- The Davenport: 84 West Park Place, 27 apartments with ground floor restaurant

Projects Currently under Construction

- 154 Greyrock: 154 Greyrock, 228 apartments and 8,000 sf office and amenities
- 733-777 Summer Street: Summer Street Property LLC 354 apartments and 4,000 sf retail
- The Lafayette: 819 East Main Street, 130 apartments and 3,000 sf retail
- 72 Spruce Street: 72 Spruce Street; Increasing current 89 units to 121
- 441 Canal Street: 441 Canal Street, 401 apartments and 7,000 sf retail
- 419 West Avenue: 419 West Avenue, 75,000 sf office space
- The Riverhouse: 17 West Main Street, 110 apartments and 2,300 sf retail
- 18 Dock Street: 18 Dock Street, 395 apartments and 7,000 sf retail

Projects Approved But Not Under Construction:

- Harbor Point Parcel C2: Woodland Avenue/Pacific Street 540 apartments
- Harbor Point Parcel C1: Walter Wheeler Drive, 174 Apartments
- 83 and 95 Morgan Street: 83 and 95 Morgan Street 42 apartments
- Metro Tower: 0 Station Place, 385,000 sf office space
- 171 Stillwater Avenue: 171 Stillwater Avenue, 36 apartments
- 100 Elmcroft Road: 100 Elmcroft Road 256 apartments (conversion from office)
- Walton Place: 1 Walton Place, 224 apartments
- 41-45 Stillwater Avenue: 41-45 Stillwater Avenue 39 apartments and 1,980 sf retail
- 583 Pacific Street: 583 Pacific Street, 9 apartments and 19,230 sf office space
- Delamar Residences: 68 Seaview, 52 apartments and 5,300 sf office space
- 100 Clinton Avenue: 100 Clinton Avenue, 471 apartments
- Pacific and Henry Street: Pacific and Henry Street, 61 apartments
- 3 Landmark Square: 3 Landmark Square, 400 apartments and 5,0000 sf ground floor retail
- 677-707 Washington Boulevard: 677-707 Washington Boulevard, 406 apartments
- 128 Broad Street: 128-136 Broad Street: 196 apartments and 4,324 sf retail
- Old Town Hotel: 160 Atlantic Street, Hotel with 82 rooms
- 66 Stillwater Avenue: 66 Stillwater Avenue, 18 apartments
- 800 Long Ridge Road: 800 Long Ridge Road, 354 apartments and 10,000 sf retail
- 12-18 Taylor Street: 12-18 Taylor Street, 18 apartments
- 16 Remington Street: 16 Remington Street, 3 apartments
- 210 Long Ridge Road: 210 Long Ridge Road, 210 apartments
- 24 Dolsen Place: 24 Dolsen Place, 3 apartments
- 375 Fairfield Avenue: 375 Fairfield Avenue, 55,657 sf industrial space
- 50 Barry Place: 50 Barry Place, 35,500 sf retail
- 589 Bedford Street: 589 Bedford Street, 21 apartments
- Westcott Apartments: 1430 Washington Boulevard, 19 apartments

Commercial Office Market

Stamford's commercial vacancy rate at the end of Q2 2024 was 30.2% overall, down from 35.3% at the same time last year. In the second half of 2023, Stamford led all submarkets in leasing activity for the tenth straight year, with 660,701 square feet (sf) in new transactions for 2023. In the first half of 2024, Stamford's Downtown leasing activity rose 30.3% compared to last year, totaling 387,369 sf leased in the first half of 2024. (Source: Cushman and Wakefield).

By the end of Q2 2024, the asking rent for Class A space was \$42.96, and the overall asking rent for all classes was \$40.32. (Source: Cushman Wakefield) Stamford also saw its largest relocation transaction and many renewal activities from Fortune 500 companies. (Source: CBRE) Overall, commercial real estate in Stamford is stabilizing as ongoing repurposing of existing office space has been instrumental in mitigating the overall vacancy rates despite the reduced demand from tenants. (Source: Cushman and Wakefield)

Commercial office space in Stamford continued to attract and retain large employers in the city. Indeed, the job search platform, renewed their 150,273 square foot lease at 177 Broad St. in Q3 of 2023 and announced in July 2024 that they would be relocating their co-headquarters within Stamford to 200 Elm St. Other large employers to renew leases and recommit to Stamford this year have included Purdue Pharma with 103,713 square feet at 201 Tresser Boulevard, Henkel with 84,046 square feet at 695 East Maine St., Philip Morris USA with 71,484 and 20,025 square feet at 677 Washington Boulevard, and Diageo PLC North America with 57,551 square feet at 695 East Main St. Lovesac is relocating within Downtown on 421 Atlantic St. with a new 30,000 square foot lease. The former Charter Communications headquarters at 400 Atlantic Street underwent extensive renovations has attracted new tenants including Keter Environmental Services leasing 38,696 square feet, Octagon Marketing & Athlete Representation, Inc. leased 18,600 square feet, and Englehart, a financial services firm, renewed their 18,600 square foot lease.

Sources: [Indeed planning to relocate its co-headquarters within Stamford. PressReader.com - Digital Newspaper & Magazine Subscriptions.](#) [Stamford CT building rebounds with new lease after Charter's HQ exit](#)

Lease Signings – July 1, 2023 to June 30, 2024

Completed	Tenant	Address	RSF	Type	Industry	Submarket
Q3 2023	Octagon Marketing & Athlete Representation, Inc.	400 Atlantic Street	18,600	Lease	Marketing/P.R.	Stamford CBD
Q3 2023	Susquehanna International Group, LLP	263 Tresser Boulevard	4,324	Renewal	Financial Svcs.	Stamford CBD
Q3 2023	Yonkers Contracting Company	200 First Stamford Place	3,479	Renewal	Construction/Dev.	Stamford CBD
Q3 2023	RockTree Capital	2187 Atlantic Street	3,092	Lease	Financial Svcs.	Stamford CBD
Q3 2023	Yonkers Contracting Company	1 Station Place	2,540	Renewal	Construction/Dev.	Stamford CBD
Q3 2023	Anabranch Capital Management LP	680 Washington Boulevard	2,458	Lease	Financial Svcs.	Stamford CBD
Q3 2023	Marubeni America Corporation	2187 Atlantic Street	2,437	Lease	Import/Export	Stamford CBD
Q3 2023	RFR Holdings Corporation	263 Tresser Boulevard	2,479	Renewal	Real Estate	Stamford CBD

Q3 2023	Paragon Advisors	281 Tresser Boulevard	2,120	Lease	Financial Svcs.	Stamford CBD
Q3 2023	Hedgeye Risk Management LLC	1 High Ridge Park	15,475	Renewal	Financial Svcs.	Stamford N/CBD
Q3 2023	Engelhart	400 Atlantic Street	18,162	Renewal	Financial Svcs.	Stamford CBD
Q3 2023	Martin LLP	1 Landmark Square	5,750	Lease	Law	Stamford CBD
Q3 2023	Hearst Corporation	1055 Washington Boulevard	3,660	Renewal	Entertainment	Stamford CBD
Q3 2023	COFCO USA Inc	107 Elm Street	12,148	Lease/Renewal	Consumables	Stamford CBD
Q3 2023	Mobilize Capital Group	1010 Washington Boulevard	5,697	Lease	Financial Svcs.	Stamford CBD
Q3 2023	The Lockwood Group	1055 Washington Boulevard	16,725	Renewal	Health Care	Stamford CBD
Q3 2023	Rhone Group, LLC.	1 Dock Street	16,713	Lease	Private Equity Firm	Stamford CBD
Q3 2023	Life Extension Institute, Inc.	750 Washington Boulevard	5,688	Renewal	Health Care	Stamford CBD
Q3 2023	Energous	100 First Stamford Place	6,375	Lease	Telecommunications	Stamford CBD
Q3 2023	Yankee Entertainment and Sports Network	250 Harbor Drive	19,909	Renewal	Telecommunications	Stamford N/CBD
Q3 2023	Kempstar, LLC	680 Washington Boulevard	2,675	Renewal	Financial Svcs.	Stamford CBD
Q3 2023	HPS Investment Partners, LLC	750 Washington Boulevard	7,410	Lease	Financial Svcs.	Stamford CBD
Q3 2023	Purdue Pharma L.P.	201 Tresser Boulevard	103,713	Renewal	Pharmaceuticals	Stamford CBD
Q3 2023	Voya Financial	750 Washington Boulevard	2,824	Lease	Financial Svcs.	Stamford CBD
Q3 2023	Higgins Group Real Estate	1055 Washington Boulevard	2,580	Renewal	Real Estate	Stamford CBD
Q3 2023	Truist Bank	1 Landmark Square	1,020	Lease	Financial Svcs.	Stamford CBD
Q3 2023	Olam Americas, Inc.	1055 Washington Boulevard	6,230	Lease	Consulting	Stamford CBD
Q3 2023	Oaktree Capital Management LLC	680 Washington Boulevard	12,810	Renewal	Financial Svcs.	Stamford CBD
Q3 2023	Guggenheim Partners, LLC	300 First Stamford Place	10,576	Lease	Financial Svcs.	Stamford CBD

Q3 2023	Confidential Tenant	400 Atlantic Street	9,975	Lease	Electronics	Stamford CBD
Q3 2023	Cine Magnetics Video & Digital Laboratories	9 West Broad Street	12,572	Renewal	Entertainment	Stamford CBD
Q3 2023	Royal Bank of Canada	1 Landmark Square	11,500	Renewal	Banking	Stamford CBD
Q3 2023	Slager Madry	750 East Main Street	3,849	Lease	Law	Stamford CBD
Q3 2023	Direct Source Packaging	225 High Ridge Road	3,404	Renewal	Consumer Products	Stamford N/CBD
Q3 2023	Long Path Partners	1 Landmark Square	3,295	Renewal	Financial Svcs.	Stamford CBD
Q3 2023	Fletcher Knight	1 Dock Street	2,372	Renewal	Marketing/P.R.	Stamford CBD
Q3 2023	Ameriprise Financial, Inc.	225 High Ridge Road	2,061	Renewal	Financial Svcs.	Stamford N/CBD
Q3 2023	Twin Lions Management	1 Landmark Square	2,038	Lease	Financial Svcs.	Stamford CBD
Q3 2023	Clear Street Management, LLC	1 Dock Street	2,037	Lease	Financial Svcs.	Stamford CBD
Q3 2023	Pier Capital, LLC	600 Summer Street	1,535	Renewal	Financial Svcs.	Stamford CBD
Q3 2023	SumRidge Partners	1 Dock Street	1,352	Lease	Financial Svcs.	Stamford CBD
Q3 2023	RSM	695 East Main Street	23,944	Renewal	Accounting	Stamford CBD
Q3 2023	True North Partners LLC	9 West Broad Street	2,995	Renewal	Financial Svcs.	Stamford CBD
Q3 2023	Cross Regional	680 Washington Boulevard	3,600	Lease	Financial Svcs.	Stamford CBD
Q3 2023	Indeed	177 Broad Street	150,273	Renewal	Internet Related	Stamford CBD
Q3 2023	PricewaterhouseCoopers, LLP	263 Tresser Boulevard	24,837	Expansion/Renewal	Accounting	Stamford CBD
Q3 2023	ADM Group	9 West Broad Street	4,782	Lease	Consulting	Stamford CBD
Q3 2023	BCK Capital Management	1010 Washington Boulevard	2,239	Renewal	Financial Svcs.	Stamford CBD
Q3 2023	Harbor Access	1 Landmark Square	1,620	Lease	Consulting	Stamford CBD
Q3 2023	Triveni Capital Management	107 Elm Street	2,465	Lease	Financial Svcs.	Stamford CBD

Q3 2023	Carrier	4 Landmark Square	3,385	Lease	Engineering	Stamford CBD
Q3 2023	CFGI	1 Landmark Square	3,457	Lease	Consulting	Stamford CBD
Q3 2023	Beauty Quest Group	680 Washington Boulevard	11,034	Lease	Cosmetics/Perfume/Health and Beauty Aids	Stamford CBD
Q3 2023	AIP Private Capital	750 Washington Boulevard	8,262	Expansion	Financial Svcs.	Stamford CBD
Q3 2023	Lorex Plastics	1200 High Ridge Road	4,077	Lease	Manufacturing	Stamford N/CBD
Q3 2023	Experienced Advisory Associates LLC	1055 Washington Boulevard	3,523	Lease	Financial Svcs.	Stamford CBD
Q3 2023	Voya Financial	750 Washington Boulevard	2,824	Lease	Financial Svcs.	Stamford CBD
Q3 2023	Diageo PLC North America	695 East Main Street	57,551	Renewal	Consumer Products	Stamford CBD
Q3 2023	Kings Buyer	225 High Ridge Road	8,296	Lease	Miscellaneous	Stamford N/CBD
Q3 2023	Indeed	695 East Main Street	124,180	Lease	Internet Related	Stamford CBD
Q3 2023	Henkel Corporation	695 East Main Street	84,046	Renewal	Consumer Products	Stamford CBD
Q4 2023	Keter Environmental Services	400 Atlantic Street	38,696	Lease	Environmental	Stamford CBD
Q4 2023	Happy Hour 4 Kids	68 Southfield Avenue	51,021	Expansion/Renewal	Education	Stamford N/CBD
Q4 2023	Regus Plc	1266 East Main Street	19,190	Renewal	Coworking/Shared Space	Stamford N/CBD
Q4 2023	RVI	107 Elm Street	12,839	Lease	Insurance	Stamford CBD
Q4 2023	TrexQuant Management, LLC	300 First Stamford Place	12,230	Lease	Financial Svcs.	Stamford CBD
Q4 2023	Royal Bank of Canada	1 Landmark Square	11,000	Lease	Banking	Stamford CBD
Q4 2023	PayCom	300 First Stamford Place	9,197	Lease	Accounting	Stamford CBD
Q4 2023	Curaleaf	290 Harbor Drive	8,774	Lease	Consumables	Stamford N/CBD

Q4 2023	Dermatology Physicians of Connecticut	260 Long Ridge Road	5,625	Lease	Health Care	Stamford N/CBD
Q4 2023	Lycos Inc.@@@	262 Harbor Drive	5,514	Lease		Stamford N/CBD
Q4 2023	Swanston Labs	9 West Broad Street	5,078	Lease	Financial Svcs.	Stamford CBD
Q4 2023	Performance Healthcare Management	9 West Broad Street	4,039	Lease	Health Care	Stamford CBD
Q4 2023	Hartford Fire Insurance Company	3001 Summer Street	3,797	Renewal	Insurance	Stamford N/CBD
Q4 2023	Ducera Partners LLC	262 Harbor Drive	3,418	Renewal	Financial Svcs.	Stamford N/CBD
Q4 2023	Avaio Capital	107 Elm Street	2,237	Renewal	Financial Svcs.	Stamford CBD
Q4 2023	BI Worldwide	707 Summer Street	2,222	Lease	Miscellaneous	Stamford CBD
Q4 2023	William Pitt Insurance	60 Long Ridge Road	2,014	Renewal	Insurance	Stamford N/CBD
Q4 2023	Saugatuck Group	281 Tresser Boulevard	1,929	Lease	Real Estate	Stamford CBD
Q4 2023	Forester Capital	700 Canal Street	1,566	Lease	Financial Svcs.	Stamford CBD
Q4 2023	Cornell University	850 Canal Street	971	Renewal	Education	Stamford CBD
Q1 2024	Concentric Partners, LLC	281 Tresser Boulevard	3,993	Renewal	Marketing/P.R.	Stamford CBD
Q1 2024	HQ Global Workplaces, Inc.	1266 East Main Street	19,190	Renewal	Coworking/Shared Space	Stamford N/CBD
Q1 2024	cxLoyalty	6 High Ridge Park	22,408	Renewal	Financial Svcs.	Stamford N/CBD
Q1 2024	Shipman & Goodwin LLP	400 Atlantic Street	16,863	Lease	Law	Stamford CBD
Q1 2024	CohnReznick LLP	4 Landmark Square	6,181	Renewal	Accounting	Stamford CBD
Q1 2024	DXT Commodities	1 Dock Street	4,724	Renewal	Financial Svcs.	Stamford CBD
Q1 2024	Treeline Biosciences	707 Summer Street	3,174	Lease	Biotechnology	Stamford CBD
Q1 2024	Counterpointe Sustainable RE	300 First Stamford Place	7,481	Lease	Real Estate	Stamford CBD

Q1 2024	Manhattan Oral Facial Surgery	600 Summer Street	4,144	Expansion/Lease	Health Care	Stamford CBD
Q1 2024	Ghisallo Capital Management	300 First Stamford Place	3,432	Lease	Financial Svcs.	Stamford CBD
Q1 2024	H/2 Capital Partners LLC	680 Washington Boulevard	20,188	Renewal	Financial Svcs.	Stamford CBD
Q1 2024	Ascot Group	695 East Main Street	23,944	Renewal	Insurance	Stamford CBD
Q1 2024	Baypointe Partners	100 First Stamford Place	2,524	Lease		Stamford CBD
Q1 2024	CoreCommodity Management LLC	680 Washington Boulevard	11,576	Renewal	Brokerage	Stamford CBD
Q1 2024	Hudson Structured Capital Management	2187 Atlantic Street	5,875	Lease	Financial Svcs.	Stamford CBD
Q1 2024	Sirius Computer Solutions	2187 Atlantic Street	2,058	Lease	Computer Related	Stamford CBD
Q1 2024	Oldendorff	400 Atlantic Street	6,856	Lease	Shipping/Delivery	Stamford CBD
Q1 2024	FIXX`D LLC	1 Dock Street	1,678	Lease	Health Care	Stamford CBD
Q2 2024	Indeed	695 East Main Street	124,180	Lease	Tech	Stamford CBD
Q2 2024	Henkel Corporation	695 East Main Street	84,046	Renewal		Stamford CBD
Q2 2024	Clinton Investment Management	333 Ludlow Street South Tower	6,064	Lease	Financial Services	
Q2 2024	Anabranche Capital Management LP	680 Washington Boulevard	2,458	Lease	Financial Services	
Q2 2024	Zeichner, Ellman & Krause LLP	1 Landmark Square	2,094	Renewal		
Q2 2024	Castle Integration	1010 Washington Boulevard	2,087	Renewal		
Q2 2024	CPG Architects & Planners	1 Dock Street	9,848	Renewal	Architecture	
Q2 2024	New England Investment Partners, LLC	1010 Washington Boulevard	3,749	Lease	Financial Services	
Q2 2024	H&R Block Inc.	600 Summer Street	2,300	Renewal	Financial Services	
Q2 2024	Yummy Earth, Inc.	9 West Broad Street	2,368	Renewal	Food	

Q2 2024	Aspect Capital	1 Station Place	1,651	Renewal	Financial Services	
Q2 2024	Arbour Lane Capital Management LLC	700 Canal Street	5,166	Renewal	Financial Services	
Q2 2024	Red Thread	700 Canal Street	4,069	Renewal		
Q2 2024	Collins Engineering	1 Dock Street	2,746	Renewal	Engineering	
Q2 2024	Maxim Group LLC	700 Canal Street	1,789	Renewal		
Q2 2024	Philips Domestic Appliance & Personal Care N.A.	1055 Washington Boulevard	14,186	Lease		
Q2 2024	Colliers International	1055 Washington Boulevard	7,075	Renewal	Real Estate	
Q2 2024	Philip Morris USA	677 Washington Boulevard	71,484	Renewal		
Q2 2024	Fugazy Sports & Entertainment, LLC	707 Summer Street	3,487	Lease		
Q2 2024	MFA Financial, Inc.	1055 Washington Boulevard	2,340	Renewal	Financial Services	
Q2 2024	Gilbane Building, Co.	1055 Washington Boulevard	901	Renewal		
Q2 2024	Philip Morris USA	677 Washington Boulevard	20,025	Lease		
Q2 2024	BOK Financial Corporation	1 Landmark Square	5,378	Lease	Financial Services	
Q2 2024	Lovesac Furniture Company	421 Atlantic Street	30,000	Lease	Furniture	
Q2 2024	Vision Financial Markets LLC	1010 Washington Boulevard	8,200	Lease	Financial Services	
Q2 2024	Keep America Beautiful, Inc. (KAB)	1010 Washington Boulevard	1,994	Lease		
Q2 2024	Skydance Animation East, LLC	700 Canal Street	9,652	Lease	Entertainment	
Q2 2024	TigerRisk Partners, LLC	1 Station Place	7,137	Lease		
Q2 2024	Lockton Companies, Inc.	750 Washington Boulevard	3,223	Lease		

Major Employers

EMPLOYER	EMPLOYEES	RANK
City of Stamford (including Board of Education)	4,786	1
Stamford Health	3,900	2
Charter Communications	1,800	3
Gartner	1,163	4
Deloitte	1,150	5
NBC Sports Group & NBC Universal	1,060	6
Indeed	872	7
Synchrony Financial	647	8
UBS AG	650	9
PwC	500	10
Total	14,936	

Office of Administration

The Office of Administration is responsible for the administration of municipal finance functions including but not limited to accounting, treasury, payroll, budgeting, purchasing, central services, grants, tax assessment and collection, risk management and information technology.

The Director of Administration is charged with the responsibility to develop, maintain, and improve the City's financial systems, procedures, and internal controls; to execute financial and administrative decisions in an effective and accountable manner; and to advise the Mayor and the City's fiscal boards with respect to financial and administrative matters in accordance with the Charter, local ordinances, and State law to ensure that elected and appointed officials have appropriate information available to assist them in making financial decisions advantageous to the City and its taxpayers.

The Director provides executive leadership to all of the operating divisions within the Office of Administration and is responsible for the administration, supervision, and performance of the Office of Policy and Management (OPM), Purchasing, the Grants Office, the Assessor's Office, the Tax and Revenue Collector's Office, the Controller's Office, Technology Management Services and Risk Management.

As the chief financial officer for the City, the Director of Administration has all of the customary powers of Town Treasurers and, as such, is responsible for the issuance of all municipal debt.

FY2023-24 Financial Highlights

Bonds and Bond Ratings

In FY2023-24, the City did not issue any new General Obligation bonds. Stamford maintained its “AAA” bond rating—the highest rating possible—by Fitch Ratings, supporting the City’s commitment to financial stability and low borrowing costs. The City’s other customary rating agency, Standard & Poor’s Global Ratings, did not rate the City during FY2023-24.

FY2023-24 Budget Highlights

The total combined expense budget for the City and Board of Education, including the reserve for contingency, is \$640.9 million, reflecting a 2.37% increase over the previous fiscal year. The City government expense budget is proposed at \$329.2 million, covering operating expenses of \$191.8 million, employee benefits totaling \$83 million, and debt service obligations of \$53.8 million. The Board of Education’s budget was \$314.8 million, with an additional \$4.6 million of City support, representing a 4.3% increase over the prior year.

Given fluctuations in property values due to the state-mandated revaluation, the City implemented a two-year phase-in approved by the Board of Representatives. This phased approach addresses the 25% average increase in single-family home values, which outpaced commercial property growth and increased the tax burden on residential homeowners. Measures to reduce this impact include maintaining flat rates for personal property and motor vehicle mill rates, along with a general reduction in the mill rate. These actions, paired with limited discretionary spending, ensured a balanced budget that prioritizes essential services for Stamford residents.

The FY2023-24 budget adhered to safe debt limits and focused on strategic investments for City infrastructure and services. Key investment areas include road maintenance, school infrastructure, public safety, health and welfare, parks, sustainability, and housing. Notable initiatives to enhance City services include the opening of the Veterans Resource Center at Old Town Hall, the pilot of a Walk-In Permitting Center, and a comprehensive city-wide parks strategic plan. The City’s website now also supports over 100 languages, increasing accessibility for all residents.

1. Operating Budget

- Total Operating Budget: \$640,906,174
- Budget Increase: 2.37% from FY2022-23
- City Government Budget: \$329.2 million, including:
 - \$191.8 million in operating expenses
 - \$83 million allocated to employee benefits
 - \$53.8 million for debt service
- Board of Education Budget: \$314.8 million (an increase of 4.3% from the previous year)
- Contingency Reserve: \$8.6 million, requiring further appropriation by the Board of Finance and the Board of Representatives for use.

2. State Aid and Tax Impact Mitigation

- State Aid Received: \$21,499,417, covering 3.35% of the total budget.
- Impact Without State Aid: A 0.87 mill rate increase, or 3.44%, would have been necessary.
- Property Revaluation Effects: Single-family home values increased by 25%, shifting more of the tax burden onto residential properties from commercial ones.
- Mitigating Tax Impact:
 - Implemented a two-year phase-in for property revaluation
 - Separated and held personal property and motor vehicle mill rates steady
 - Reduced the overall mill rate

3. FY2023-24 Capital Budget

The approved capital budget for FY2023-24 is \$88.9 million, with \$53.99 million funded through General Obligation Bonds. This budget remains under the 10% safe debt limit, containing debt service costs while focusing on critical infrastructure priorities, including school improvements, road and sidewalk maintenance, and pedestrian safety.

- Total Capital Spending: \$88,936,000
- Funding Sources:
 - General Obligation Bonds: \$53,993,000
 - State Grants: \$13,108,000
 - Federal Grants (including ARP): \$10,508,000
 - Capital Non-Recurring: \$8,022,000
- Category Breakdown:
 - Education: \$51,036,000
 - Traffic & Road Maintenance: \$5,900,000
 - Engineering: \$7,100,000
 - Traffic Engineering: \$7,450,000
 - Parks & Recreation: \$3,916,000
 - Additional allocations include Public Safety, Technology, Self-Supporting, and Outside Agencies.

4. Significant City Initiatives

- Infrastructure & Safety:
 - Investment in roads, sidewalks, and pedestrian safety
- Public Spaces:
 - City-wide parks strategic plan and online survey to enhance accessibility
- Public Services:
 - Opening of the Veterans Resource Center at Old Town Hall
 - Launch of Stamford's first walk-in permitting center for City permits
- Website Accessibility: Improved multilingual support with over 100 languages available.

5. Growth and Federal/State Funding

- Grand List Growth: 8.72% increase due to the 2022 revaluation.

- Secured Funding:
 - Over \$200 million in state reimbursements for school facilities
 - \$20 million in additional federal and state grants for infrastructure projects

City Finances – Trends						
	2019-20	2020-21	2021-22	2022-23	2023-2024	2024-2025
Total Operating & Board of Education budget (millions)	\$592.1	\$589.5	\$615.2	\$626.1	\$654.7	\$675.2
Average mill rate increase	(4.57%) ¹	3.24%	0.00%	2.26%	0.87	(1.65) ²
Capital budget (millions)	\$34.4	\$39.7	\$42.3	\$53.1	56.2	60.7

¹ Fiscal Year 2018-19 mill rate change was a (4.57%) decrease because of the effect of a revaluation of real property which resulted in an average increase in the assessed value of real property of 7.9%. Removing the effect of the revaluation the average tax increase would have been 1.98%.

²The average mill rate in FY2023-24 was 25.26, which has been reduced to 23.61 in FY2024-25. This represents a decrease of 1.65 mills, or 6.53%.

Grants Office

The Grants Office provides grant development and management services for externally funded grants for the City of Stamford for operating and capital projects. While the School Construction team manages the design and construction phases of the school priority and non-priority projects, the Grants Office remains responsible for the submission of grant applications for school construction. The Grants Office supports, guides, and advises department staff through the full life cycle of grants from pre-award to post-award to closeout. This includes guiding grant awards through the Board of Finance and Board of Representatives approval processes, monitoring sub-awards, financial and programmatic reporting, submitting budget adjustments and programs, and facilitating financial and compliance audits. Open communication with the funding agency, Purchasing, Finance, OPM, and departments implementing projects and programs is maintained to maximize revenue and ensure proper utilization of grant funds. The Grants Office works with 15 federal, and 18 State agencies and several municipal operating departments to administer grant programs. The Office also provides staff support for the Tax Abatement Committee and Neighborhood Assistance Act Program.

In FY2023-24, the Grants Office provided management for 230 grant funded projects, with 155 projects supporting operating activities totaling \$73,840,231 and 75 projects supporting capital activities totaling \$135,000,319. Under the Simmons administration the City of Stamford has been awarded 24 grants through federal or State appropriations totaling \$31,738,771. The Grants Office oversees the Housing and Urban

Development (HUD) entitlement funding through the Community Development Block Grant (CDBG) and Home Investment Partnership Program (HOME) programs receiving \$957,666 in CDBG funds to support public services and public infrastructure projects that benefit low-income residents in Stamford, and \$517,041 in HOME funds to support low-income home ownership investments such as down payment assistance and owner-occupied rehabilitation. During FY2023-24 the Office provided support to 58 active CDBG projects and disbursed \$60,000 in downpayment loans through HOME.

As of June 30, 2024, the boards allocated \$45,412,682 of the \$49,056,683 in American Rescue Plan (ARP) direct funding to a total of 28 capital non-recurring projects focused on activities that will enhance air and water quality. Projects are consistent with the goals of the Clean Water Act and Clean Air Act. Additionally, the Stamford Economic Development Department was allocated \$1,500,000 of the direct ARP funding to support 172 Small Businesses in Stamford that were impacted by the pandemic. The State of Connecticut awarded \$3,500,000 in ARP funding to the City of Stamford to support services for the homeless and veterans.

Grant funds expended during FY2023-24 totaled \$51,284,469.

Grants - Trends					
	2019-20	2020-21	2021-22	2022-23	2023-24
Grants programs administered	171	175	161	233	230
Grant funds collected	\$36,301,423	\$49,990,490	\$44,260,492	\$86,036,732	\$51,284,469

Office of Policy and Management (OPM)

In FY2023-2024, the Office of Policy and Management (OPM) maintained a balanced budget and continued to support City departments with financial forecasting, budget planning, and daily budget advice and management. Through careful oversight, OPM ensured a year-end \$28M+surplus, driven by strong collections from supplemental auto taxes, prior-year collections, conveyance taxes, and building permits.

A challenging aspect of this fiscal year’s budget was the State-mandated property revaluation, which led to fluctuations in property values. Single-family home values increased by an average of 25%, resulting in a shift of the tax burden from commercial properties to residential homeowners. To address this shift, the Administration prioritized mitigating the revaluation's impact on residential homeowners, introducing a two-year phase-in for property revaluation approved by the Board of Representatives. Additional efforts included holding the personal property mill rate flat, maintaining the motor vehicle mill rate, and lowering the overall mill rate to alleviate tax pressure.

The approved FY2023-2024 budget reflects the City’s commitment to fiscal responsibility, leveraging \$21,499,417 in aid from the State of Connecticut—equivalent to 3.35% of the total City and Board of Education budget. This aid avoided a potential increase of 0.87 mills or 3.44% in the City’s average mill rate. OPM also worked closely with the Board of Finance and Board of Representatives to limit discretionary spending and ensure a responsible budget that provides essential services to Stamford residents.

In support of broader fiscal goals, OPM continued implementing the new Financial/Budget/Enterprise Resource Planning System (ERP-EPM) and provided operational assistance to Central Services which managed all incoming and outgoing mail and delivered printing and duplicating services across City departments. In FY2023, Central Services facilitated 400K+ printed impressions, prepared 90K+ envelopes, processed 256K+ pieces of outgoing City mail.

Budget Policy for the City of Stamford

The City of Stamford's budget policy is built on the principles of responsible financial management, long-term sustainability, and strategic investment to support essential services and promote economic growth. The FY2023-2024 budget reflects the City's commitment to these principles by aligning financial resources with the Mayor's vision of an equitable, accessible, and vibrant Stamford that balances residential and commercial tax impacts, enhances quality of life, and meets residents' needs. By following transparent processes, engaging the community, and aligning investments with strategic priorities, the City's FY2023-2024 budget ensures a strong foundation for a resilient and thriving Stamford.

Policy Objectives

The City of Stamford's budget policy is designed to:

- **Promote Fiscal Responsibility:** Ensure that all funds are allocated to maximize value and efficiency, strictly monitoring spending to avoid deficits.
- **Ensure Long-term Sustainability:** Balance immediate needs with the City's future obligations to maintain financial stability over time.
- **Support Economic Development:** Invest in infrastructure, education, and community resources that encourage business growth, create jobs, and foster economic resilience.
- **Maintain Equity and Accessibility:** Strive to distribute resources fairly across diverse communities, ensuring all residents benefit from City services and investments.

Guiding Principles

Transparency: The budget process should be open, with all documentation readily available to the public. This includes providing clear explanations for budget decisions and ensuring community members understand how resources are allocated.

Accountability: City leaders and departments must be accountable for spending and budget management, with performance evaluations to measure efficiency and effectiveness.

Efficiency: The City seeks to make optimal use of limited resources by prioritizing high-impact services and implementing cost-saving measures wherever possible.

Equity: Budget allocations are designed to address the needs of Stamford's diverse population, promoting fairness in service distribution and ensuring access to essential services.

Sustainability: Decisions consider the long-term financial health of the City, minimizing risks by setting aside reserves, responsibly managing debt, and planning for future liabilities.

Budget Process

The budget process in Stamford is a collaborative and transparent effort, led by the Mayor and involving the Board of Finance, the Board of Representatives, and City departments. Each fiscal year, the Mayor submits a proposed budget that reflects City priorities, which is then reviewed and revised by the Boards, considering public input gathered through hearings and community engagement.

Key steps include:

Pre-Budget Planning: Analysis of prior fiscal performance, evaluation of emerging needs, and identification of potential revenue sources.

Drafting and Review: Departments submit requests, aligning them with the City's strategic goals. The Mayor and OPM prepare a draft budget.

Board's Review: Mayor and the Department Heads present the proposed budget before the Board of Finance and the Board of Representatives.

Public Engagement: Residents have multiple opportunities to provide feedback during public hearings, which is carefully reviewed by City leadership.

Final Adoption: The budget is finalized and formally adopted following revisions and approval by the Board of Finance and the Board of Representatives.

Budget Priorities for FY2023-2024

The FY2023-2024 budget prioritizes the following areas:

- ***Public Safety:*** Investments to enhance police, fire, and emergency response resources, providing a safe environment for residents and businesses.
- ***Education:*** Continued investment in school infrastructure and educational resources to support Stamford's children and families.
- ***Infrastructure:*** Commitment to maintaining and upgrading roads, sidewalks, and public facilities to meet the needs of a growing population and support economic activity.
- ***Economic Development:*** Initiatives to foster business growth, attract new employers, and improve job opportunities.
- ***Social Services and Health:*** Funding for services that support the health, welfare, and housing needs of residents, including resources for food assistance, affordable housing, and healthcare access.

Budget Management and Accountability

To achieve effective budget management, the Office of Policy and Management (OPM) monitors spending on a quarterly basis and provides real-time updates on financial performance to City leadership. Adjustments are made throughout the year to adapt to changes in revenue, costs, or unexpected needs.

Capital Planning and Debt Management

Capital improvement projects are prioritized based on their potential to enhance community wellbeing and long-term economic health. Stamford adheres to a safe debt limit policy, issuing debt only for high-priority

capital investments that align with the City’s strategic plan. This ensures that debt service remains manageable, and that the City’s credit rating is preserved.

Use of State and Federal Aid

The FY2023-2024 budget includes \$21,499,417 in aid from the State of Connecticut, representing 3.35% of the total City and Board of Education budget. This aid helps prevent a rise in the average mill rate by 0.87 mills, or 3.44%, easing the tax burden on residents. Additionally, the City actively pursues State and federal grants to supplement City revenues, reducing dependence on local taxpayer funding. This year, the City secured over \$200 million in State reimbursement for school facilities and \$20 million in federal and State grants for other infrastructure improvements.

Purchasing

The Purchasing Department procures goods and services for all departments in the City including capital purchasing for the Board of Education. This centralized purchasing includes the preparation of all bids and requests for proposal documents, requisition review and purchase order approval. Subsequent to vendor award and contract, a centralized contracts database is maintained for city-wide use.

The Purchasing Department is currently staffed by 4 members: the Purchasing Manager, a Senior Buyer, a Buyer, and a Contract Compliance Officer.

During the year, the Purchasing Department administered and processed over 3,400 purchase orders for goods and services (does not include requests to increase, decrease or cancel); administered 57 City competitive bids; 57 competitive proposals; awarded 20 contracts based on cooperative solicitations; 6 contracts based on State of Connecticut contracts; 1 GSA contracts; and 8 miscellaneous contracts. In addition, 100 contracts were extended; 86 Bid Waivers were authorized, of which 51 were on behalf of the City and 35 were on behalf of the WPCA.

The Department realizes a level of efficiency through use of an online vendor/bid system (ProcureWare). All Bids and Requests for Proposals are issued and retrieved by vendors electronically through the City’s Purchasing website. Vendors are required to register online and download bid documents.

Purchasing – Trends					
	2019-20	2020-21	2021-22	2022-23	2023-24
Purchase orders issued*	3,858	4,015	4,000+	3,541	3,402
Total Amount	\$139,321,243	\$98,588,043	\$105,221,748	\$110,298,956	\$127,602,120
Competitive bids	51	72	68	65	57
Competitive proposals	29	38	44	33	57
Contracts/amendments based on CT State contracts;	115	100	129	73	34

miscellaneous & coops					
GSA contracts	6	6	2	1	1
Contracts extended	164	135	160	176	100
Bid waivers processed (COS & WPCA)	143	211	204	146	86

**Does not include requests to increase, decrease or cancel. Numbers restated from prior year reports to reflect only the number of purchase orders issued by the COS Purchasing.*

Controller's Office

The City Controller's Office is responsible for accounting and financial reporting, accounts receivable, accounts payable, payroll, and treasury functions relating to cash management, debt service, and debt compliance. Its mission is to maintain financial management systems that produce timely and accurate information to aid in effective decision making for the Mayor's Administration, elected officials, citizens, creditors, investors, grantors, and other interested parties.

The City Controller's Office manages the accounting and payroll functions for both the City and the Board of Education and includes 50 separate and distinct funds including governmental funds, proprietary funds, and fiduciary funds and has responsibility for establishing accounting policies and procedures and implementing and monitoring internal control over financial reporting.

Current new initiatives taken in Controller's Office:

- Delivering a timely annual financial reporting to both external audit and maintaining state mandate by utilizing new system report functionality and continuing Controllers Office staff work closely with financial systems consultants.
- Develop and improve accounting system key financial close reporting required to achieve monthly, quarterly, and annual close processes.
- Develop and execute quarterly financial close reporting processes and procedures.
- Revamping existing wire banking transmission processes and procedures and implementing improved treasury function approval workflow to provide seamless and efficient reporting while maintaining strong internal controls.
- Develop a plan with Controllers Office staff to provide group learning and training seminars.

Assessor's Office

The Office of Assessment is responsible for establishing and maintaining fair and equitable property assessments, so each property owner bears an appropriate share of the tax burden. The Assessor's Office is responsible for accurately identifying, listing, and valuing all taxable property within the City of Stamford. The principal activity of the Department is the preparation of the annual Grand List which represents the total assessed value of all property. In establishing the Grand List the department must determine values for approximately 39,000 real estate parcels, 117,000 motor vehicles, and 5,000 personal property accounts.

The Property Revaluation Department is responsible for analyzing market trends for both residential and commercial properties as part of the implementation process of State-mandated revaluations.

In addition, the Assessor's Office administers property exemption programs as mandated by State statute, administers local senior tax relief and veterans' programs, files required reports with the State of Connecticut, and responds to numerous requests for information, primarily from the general public, local businesses, other City departments, and other cities and towns throughout the State.

The 2022 Net Grand List of all taxable property totaled \$24,691,461,092 an increase of \$1,980,145,677 from the 2021 Net Grand List. This increase was due to the city-wide property revaluation of all real estate effective for the October 1, 2022 Grand List year.

Board of Assessment Appeals

The Board of Assessment Appeals is an official municipal agency. It is designed to serve as an appeal body for taxpayers who believe that City assessors erred in the valuation of their properties or erroneously denied them exemptions.

The Board is composed of persons who have been appointed by the Mayor of Stamford. The Board enables taxpayers to be heard by their peers at no expense. No fees are charged for the appeal process. Furthermore, taxpayers do not have to be represented by counsel.

Tax and Revenue Collections Office

Revenue Collection Services and Cashiering & Permitting

The Revenue Collection Services Department has been developed and combines the Revenue Services Department and the Taxation Services Department.

In conjunction with the City of Stamford's new ERP project, the collection of multiple types of revenue will be centralized to one department. The eventual goal will be to have a central payment center for any fee, tax, permit or charge thereby providing a convenient method for residents to make payments without traveling through the building and different departments. In January 2023, the Tax, Cashiering & Permitting and in-house Park and Recreation payments are accepted on the first floor in the newly remodeled collection center. Other departments will be phased in over time.

The Department is also responsible for providing administrative support to all Assessment and Cashiering & Permitting functions while providing a variety of customer services in support of that process.

Additionally, a department directive is to maximize tax revenue due the City. The Department has the responsibility to bill taxpayers, collect and process payments, deposit and control revenue received, provide an effective delinquent collection program (including the timely filing of tax liens), furnish appropriate records and reports, and reply to requests for information from taxpayers and others.

The total amount of taxes, interest, and lien fees (current and prior year) collected in FY2023-24 was \$632,890,432 an increase of \$27,734,203 from the previous year. Current year levy tax collections, including supplemental motor vehicle, were \$621,815,931 and total current and prior year levy tax collections were \$627,865,382.

The FY2023-24 levy tax collection rate for all property types was 99.02%. This was the thirteenth consecutive year that the collection rate exceeded 98% and the fourth consecutive year it has exceeded 99%.

The City continued its relationship with an outside vendor (EOS-CCA now TSI) to collect delinquent motor vehicle taxes and realized over \$986,422 in additional revenue with this program in FY2023-24.

Tax Collection - Trends					
	2019-20	2020-21	2021-22	2022-23	2023-24
Amount collected (including interest, lien fees)	\$568,931,325	\$575,413,213	\$602,909,027	\$605,156,229	\$632,890,432
Increase from prior year	\$25,355,713	\$6,481,888	\$27,495,814	\$2,247,202	\$27,734,203
Tax collection rate for all property types	98.99%	99.30%	99.28%	99.01%	99.02%
Delinquent MVD taxes collected	\$770,000	\$700,000	\$670,000	\$717,229	\$986,422

Risk Management

The Risk Management Department’s principal responsibility is identifying enterprise-level risks and addressing the risk of losses through various mitigating techniques including: the purchase of insurance, administration of self-insured losses, safety and loss control, and budgeting/allocation of the cost of risk across various funds through a chargeback from the Risk Management Fund.

Some of the initiatives undertaken by Risk Management are departmental and facility risk assessments, training, incident investigations, and safety audits. Risk also participates in regulatory (i.e., OSHA) inspections of City and Board of Education facilities and assists in remediation of any issues found.

Risk oversees the management of Workers’ Compensation claims, meeting with adjusters and managers regularly to review the administration and handling of such claims. The Risk Manager also writes insurance requirements for, and reviews, all leases, contracts, grants, and all building use/special event permits. Risk Management handles property damage claims and manages that process in conjunction with the City’s insurance adjusters, insurance carriers, and internal and external legal counsel.

Safety is addressed by way of quarterly safety meetings, hazard analyses, risk assessments, implementation and writing of various safety policies, post-accident investigations, FMCSA requirements (CDL random drug testing), OSHA compliancy (through inspections/employee complaints), and most importantly, safety training for all departments.

Safety programs include: First Aid/CPR/Automatic Electronic Defibrillator (AED) training, PMT Certified Restraint training for schools, Back Injury Prevention, Personal Protective Equipment, Blood Borne

Pathogens, Power Industrialized Trucks (PIT), Asbestos Awareness, Slip Trips and Falls Prevention, Fleet Safety Policy, Fire Safety including evacuation training, Active Shooter training, Work Zone Safety, Flagging on Public Roadways, Hazardous Communications, Lockout Tag Out and FIT Testing and Respirator training.

There were 498 worker injuries reported during the fiscal year compared to the prior year adjusted total of 487, an increase of 11 claims or 2% but at a lower projected cost of -\$900,000.

The 1,623 training events provided to employees during the fiscal year focused not only on OSHA mandated training but also on reducing losses in categories with the highest rates of incidence and severity.

As shown in the table below, injury due to others is the biggest area of opportunity and we continue to work with Board of Education teachers and paraeducators through PMT Certified Restraint training and location investigations supporting a safer workforce.

Fiscal 2023-2024 injuries greater than 10% of Total		
Type	# of Incidents	% of Total
Due to Others (Caused by others, combative subject, violence, Police/BOE)	133	27%
Slip, Trip, & Falls (All ice, wet, objects, stairs, ladders, etc.)	121	24%
Overexertion (All lifting, bending/twisting, push/pull, strain)	90	18%

Risk Management – Trends					
	2019-20	2020-21	2021-22	2022-23	2023-24
City/BOE Injuries	432	500*	585**	487	498
Trained Employees by Safety Officer	1,140	915	1,420	2,654	1,623

* Includes 63 First-Responder COVID-19 exposures

**Includes 113 First Responder COVID-19 exposures

Information Technology

The IT Department is moving away from a break-fix operation that previously reacted to the needs of the City and Board of Education. Now, the IT Department is up-skilling its staff and transforming the department to address current technology, protect our systems and support City management.

From a technical perspective, efforts are underway in Modern Work (Microsoft Office 365), Enterprise Resource Planning (Oracle ERP), Datacenter Migration (Microsoft Azure), and advanced Analytics (Microsoft Business Intelligence and Machine Learning). This effort will enhance productivity and security in all areas of daily activity.

The technical aspect of the digital transformation is built upon three pillars:

Pillar 1, Cloud Computing: The Modern Work transformation will provide methods for employees to virtually collaborate using the secure Microsoft Office 365 cloud, for example, through online and *ad hoc* conferences.

More than a communication vehicle, on-line collaboration allows employees to work on common files and projects together in real-time. Collaboration from anywhere recognizes the changing work habits in a Covid/post-Covid world, that is, collaboration occurs among staff situated in an office environment, work-from-home, and through mobile devices. The latest phase of this migration has been to upgrade the 20-year old telephone system to MS Teams IP telephones. Work will continue into 2025 to migrate every department onto this state-of-the-art communication solution.

The Enterprise Resource Planning (ERP) effort is a once in twenty-five years transformation. ERP will have touched every area of the City and Board of Education by streamlining all financial operations and planning. The considerable implementation effort is nearly completed and will provide years of benefits through the instantiation of simplified and unified policies and methods. For example, on the front end, the City's ERP implementation will offer a consistent interface across all departments, while the back end will offer comprehensive reports in a common format.

This effort addresses the City's several hundred point-solutions currently operating within the walls of our datacenters. The IT Department has performed several successful pilots to migrate the *ad hoc* point solutions to a unified cloud architecture embodied on the secure Microsoft Azure cloud platform. The benefit is up-to-date software, operations within a common ecosystem, and greatly enhanced cyber-security.

Pillar 2, Cyber-Security: Hardening our on-premises infrastructure, coupled with migration of critical on-premises solutions to the secure cloud, forms the basis of our cyber-security program. Implementing high-quality cyber-security, as objectively measured by the National Institute of Standards and Technology (NIST) and the Center for Internet Security (CIS), provides protection against all forms of threats including ransomware, phishing attempts, denial of service and zero-day attacks.

Pillar 3, Analytics: The development of standards for a city-wide Common Data Platform (CDP) as well as business Intelligence (BI Dashboards) and predictive and prescriptive analytics (Artificial Intelligence) will provide the basis for data-driven insights allowing for effective outcome driven City governance and management. The City has embraced the use of AI over the last year offering the use of "Open AI" as well as conducting various employee educational engagements. In addition, the formation of AI appropriate use governance documents has begun. Over the next year these documents will progress to the development of policies and procedures and be combined with standardized training on the use of these advanced technologies.

Office of Public Safety, Health & Welfare

See Attachment No. 1 for the Office of Public Safety, Health & Welfare Report.

Office of Operations

See Attachment No. 2 for the Office of Operations Report.

Office of Legal Affairs

LAW DEPARTMENT

ANNUAL REPORT

2023-2024

During Fiscal Year 2023-2024, the Director of Legal Affairs & Corporation Counsel, along with the Deputy Corporation Counsel and eight staff attorneys, rendered 18 formal legal opinions to city departments, agencies, boards and commissions and provided countless informal opinions to various departments, agencies, boards and commissions. The department also drafted a number of ordinances and resolutions for consideration by the Board of Representatives at its or the Mayor's request, and appeared before numerous boards and commissions to provide ongoing counsel on both procedural and substantive issues. Additionally, the Law Department worked with the Purchasing Department to draft, review, approve and process several hundred contracts, agreements, requests for proposal and bid waivers.

The Law Department also provides legal services to the Board of Education (including in tort claims and lawsuits, discrimination claims and contract disputes). In addition to representing the Board in litigation and drafting and reviewing contracts as requested, this office advises the Board on special education matters, employment issues and Freedom of Information issues. The City bills the Board of Education \$356,555, the salary of two-full time attorneys.

A total of 131 claims were filed against the City this fiscal year, including vehicular tort claims, highway defect claims and a variety of personal injury and property damage claims. This department was responsible for collecting \$237,797.70 for damage to City vehicles and property. A total of 28 tax appeals for the 2023 grand list and 28 lawsuits were instituted against the City, including personal injury, contract, employment and tort claims, as well as administrative appeals from City Boards.

The Law Department assists and advises all City Departments with Freedom of Information requests and represents the City and Board of Education before the Freedom of Information Commission.

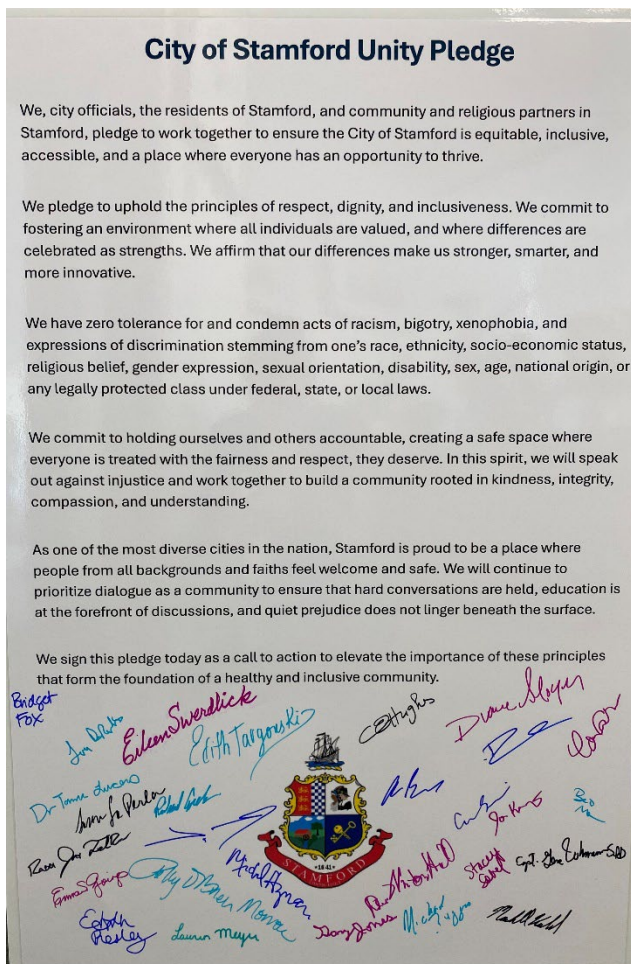
During the year, the Law Department handled delinquent tax matters. The Law Department attempts to resolve these matters in-house and when necessary, the matters are referred to outside counsel for resolution

Office of I.D.E.A.S.

Inclusion, Diversity, Equity & Accessibility Strategies for Stamford

Why Diversity Matters

The Office of I.D.E.A.S. is actively breaking down barriers to make a more welcoming and inclusive government working together to better understand and meet the needs of the workforce (our employees), workplace (our culture) and marketplace (our residents and our businesses) in Stamford. Given the current geopolitical climate of our nation, it was no surprise that even in a city like Stamford, the 16th most diverse City in our nation, there were racially motivated crimes, we experienced verbal harassment and written expressions of hate defacing our schools and posted across social media. The need to prioritize I.D.E.A.S. (Inclusion, Diversity, Equity, and Accessibility Strategies) and proactively implement DEI policies that foster respect, and unity continues to become clearer.



As one of the most diverse cities in the nation, we can take tremendous steps when we walk together in harmony. In August, Mayor Simmons and Dr. Lucero convened a diverse group of community leaders to participate in an active conversation to address antisemitic and racially charged incidents with the goal of reinforcing the need to work together to explore effective strategies for fostering unity, promoting education and understanding, and ensuring the safety and well-being of all members of our community. The event ended with a call for all participants to sign the City of Stamford Unity Pledge.

We affirm that our differences make us stronger, smarter, and more innovative.

Pictured here on this page is copy of the Unity Pledge that has been signed in various colored markers by nearly 30 people around the seal for the City of Stamford. The Unity Pledge reads:

Unity Pledge

We, city officials, the residents of Stamford, and community and religious partners in Stamford,

pledge to work together to ensure the City of Stamford is equitable, inclusive, accessible, and a place where everyone has an opportunity to thrive.

We pledge to uphold the principles of respect, dignity, and inclusiveness. We commit to fostering an environment where all individuals are valued, and where differences are celebrated as strengths. We affirm that our differences make us stronger, smarter, and more innovative.

We have zero tolerance for and condemn acts of racism, bigotry, xenophobia, and expressions of discrimination stemming from one's race, ethnicity, socio-economic status, religious belief, gender expression, sexual orientation, disability, sex, age, national origin, or any legally protected class under federal, state, or local laws.

We commit to holding ourselves and others accountable, creating a safe space where everyone is treated with the fairness and respect they deserve. In this spirit, we will speak out against injustice and work together to build a community rooted in kindness, integrity, compassion, and understanding.

As one of the most diverse cities in the nation, Stamford is proud to be a place where people from all backgrounds and faiths feel welcome and safe. We will continue to prioritize dialogue as a community to ensure that hard conversations are held, education is at the forefront of discussions, and quiet prejudice does not linger beneath the surface.

We sign this pledge today as a call to action to elevate the importance of these principles that form the foundation of a healthy and inclusive community.

Inclusion

Inclusion is a call to action and shapes the culture of an organization. It is important for every employee to know their opinion and experience matter. We want all employees to feel like they belong and are motivated to develop their skillsets to rise to their potential. When employees understand how their contributions add value, they are more eager to collaborate in decision making, problem solving, and conflict resolution resulting in better outcomes.

One of the first initiatives out of this office was to launch an Employee Engagement Survey. This survey gave us a lot of insight into the current culture. We used this data to inform and prioritize our direction of travel for the 2022-23 fiscal year. This year, we teamed up with Energage, LLC, the owner of the Energage Platform and the Top Workplaces program to launch our Employee Engagement survey. This year we were happy to have more than tripled the participation rate from the previous year. This not only helped us identify some specific areas to focus on, such as communication, increasing efficiency in processes, and keeping employees well-informed, but also highlighted what employees are excited about! The City of Stamford achieved two culture badges: Top 25% Trusted Leader and Top 25% Meaningful Work. Below are the major themes we continued to use to inform our direction of travel.

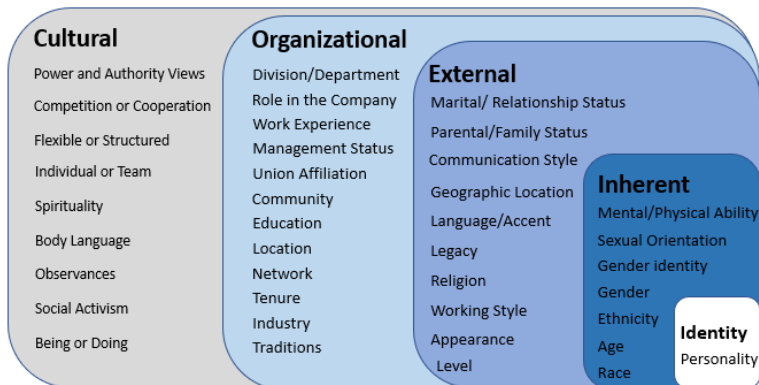


- Increased Communication: Our employees want to be better informed – more frequently and with more transparency.
- Recognition of Achievement: Our employees work hard every day to serve our internal and external communities.
- Facilitated I.D.E.A.S. training internally and externally

- Approximately 50% of City of Stamford employees have participated in I.D.E.A.S. training
- Numerous non-profit organizations have also participated or requested personalized I.D.E.A.S. training for their group.
- Whether we are working with each other as colleagues or one of our external constituents, engaging and delivering with “first class” service should be our #1 priority.
- Recognizing and celebrating a wider spectrum of holidays
 - For the first time in June 2024, City of Stamford employees were able to have June 19th off as a paid holiday in recognition of
 - October 31st, 2024, the City of Stamford presents the first proclamation to celebrate Diwali
- Published an I.D.E.A.S. policy to act as a guide and a source of information to be explicit about Stamford’s zero tolerance for hate, harassment and bullying of any kind. This policy is posted on stamfordCT.gov. We will also order new signage for our City parks and public spaces that will have a QR code for people to easily gain access to the policy.

Diversity is a Skillset

Diversity is the presence of differences and the intersectionality of all dimensions of those differences. When we talk about diversity, we are not just talking about inherent dimensions of diversity (like race, age, gender identity or sexual orientation) but also diversity of all dimensions as pictured below (Five boxes embedded into one another beginning with a small white box labeled “Identity / Personality. The next box is a little bigger and lists the Inherent dimensions. The next box lists examples of the External Dimensions: Marital / Relationship Status, Parental / Family Status, Communication Style, Geographic Location, Language / Accent, Religion, Working Style, Appearance, or level. The fourth box lists examples of the Organizational Dimension: Division / Department, Role in Company, Work Experience, Management Status, Community, Education, Location, Network, Tenure, Industry and Traditions. And lastly examples of the Cultural dimension: Power and Authority, Competitive or Cooperation, Individual or Team, Body Language, Social Activism, Being or Doing.



As the 16th most diverse city in the nation, we recognize that our diversity is not only an asset, but also a skillset. This mindset strategically puts us in a strong position to recruit, hire, retain, and promote the most qualified candidates throughout all divisions and levels of the City of Stamford.

In efforts to boost cultural awareness and create spaces of inclusion, the City has hosted a number of employee and citywide events to recognize and celebrate diversity. All have been met with a lot of enthusiasm and request for more. To name a few, here are some examples of how the City has acknowledged and celebrated the diversity of our City:

- Hosted over 40 flag raising ceremonies for various countries, religions, and organizations.
- Marched from Government Center to Mill River Park in recognition of Juneteenth
- Launched the Stamford Kindness Project with the goal of collectively getting the City to engage in 100,000 random acts of kindness
- Hosted session with our Women, Black and minority owned Businesses to better understand their concerns and experiences and working to address issues raised.

Equity

Equity is the specific support given, and barriers removed to ensure all have equal access, opportunity, and advancement. The office of I.D.E.A.S. is strategically looking for innovative ways to ensure we are allocating resources equitably, so everyone has a fair opportunity to participate and thrive. Too often people mistake equality and equity to mean the same thing. Equality assumes that everyone benefits from the same support. Equity understands that some individuals may need different support mechanisms to make it possible for them to have equal access. The goal is to give people what they need in the moment to thrive and whenever possible, look for the root cause for why people needed different supports and try to remove any systemic barriers. The illustration below from the Robert Wood Johnson Foundation shows: the four

people are treated equally because they were all given the same exact bike. If you look close enough, you will see that the bicycle in that row is only right-fitted for one person. If you look in the bottom row, everyone is given the right size and the right type of cycle needed to enjoy the ride. That is equity.



- I.D.E.A.S. works closely with legal and HR to investigate EEO complaints.
- Meets with community members to field their concerns about inequities they experience as Stamford residents and business owners and works to find solutions.
- Opened the Stamford Veterans Resource Center (SVRC) to create a place where not only Stamford's 3,000 plus veterans can have a place to be empowered, directed and connected to the resources available to them, but also the 18,000 registered in lower Fairfield County. The SVRC was opened in February 2022 and is largely run by volunteer veterans. The center is open every Tuesday and Thursday from 8:00am to 1:00pm. During our first year, we saw on average about 4-6 veterans during open hours. We now have a steady flow visitors topping 25 on many days. We also established a relationship with a Veterans Service Officers who comes to the Center once a month to meet one-on-one with veterans. On September 20th we were invited to host our first Stand Down in partnership with Connecticut Veteran Affairs. Commissioner Ron Welch paid our event a visit and was impressed with the crowd we had, the services we offered and the great turnout of attendees..

Accessibility

Accessibility is the confirmation that all have access to and benefit from the opportunities, information, resources, initiatives, and programs offered. In 2024, the city hired its first employee who is blind to work part-time as an ADA Coordinator. The 'internship' was funded by a grant from the Bureau of Education and Services for the Blind. The intern's focus has been on identifying ways the City of Stamford can be more accessible for employees, residents, business owners and visitors.

During the course of 12 weeks, we conducted physical and inquiry-based observations through the lens of Americans with Disabilities Act, (ADA) of 1990. Which is a Civil Rights law that assures fair and equal access for people with disabilities. Implementation of the ADA in all public facing services and access not only contributes to the inclusion and opportunities for people with disabilities, but also builds inclusive environments for all members of the public.

Established a relationship and partnership with the Bureau of Rehabilitative Services to be a feeder for their On-The-Job training program. Our first two employees will start in November 2024 working in the Mayor's Office. Similar to the program with the Bureau of Education and Services for the Blind, this one is also fully funded by the Bureau of Rehabilitative Services. This past summer, the priority was on the evaluation of the accessibility of public facing information, as well as physical access to public spaces. We continue to make progress to assure better accessibility and full inclusion for all is not an afterthought, but rather integrated into the way the city operates and executes all projects. Getting this right is imperative. The CDC reports that 1 in 5, (22%), of people in Connecticut identify as living with a disability (neuro and physical). Under the ADA, a person qualifies as disabled if they have significant difficulties executing activities of daily living.

The City of Stamford has a unique opportunity to make the city more accessible for all and increase employee engagement, morale and productivity at the same time. This is achievable because of two things: (1) although many City employees are not familiar with the legal guidelines and requirements of the ADA, most are receptive to learning; and (2) there are many no or low costs training courses available.

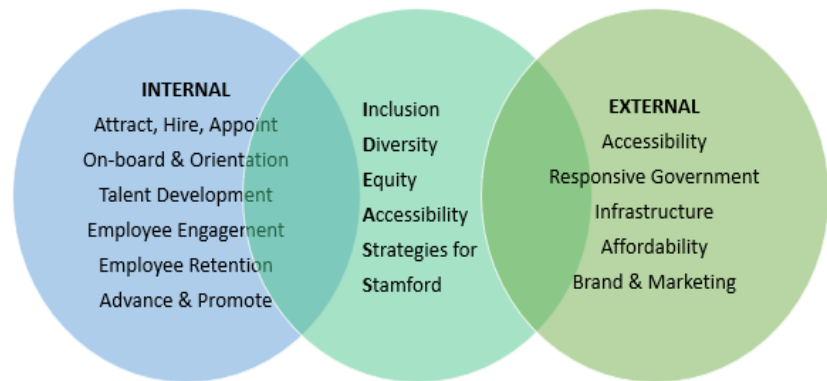
The Highways Department brought in an external consultant to facilitate mandatory PROWAG (Public Right of Way Accessibility Guidelines) training. It was powerful to have a full room of employees getting training on such an essential topic to live true to our mission as a City.

Other priorities for the Office I.D.E.A.S. to advance accessibility for the City include:

- Hired Useable Net to fix the website to be compatible with assistive technology that reads screens and makes the overall site more accessible for all users.
- Working with other technology firms to help make all documentation published by the City (historical and future) on the website or on social media to be ADA accessible according to the Web Content Accessibility Guidelines (WCAG).

Summary

In summary, The Office of I.D.E.A.S. interacts and interconnects with all constituents from an internal and external perspective. Internally, we look at the full employee lifecycle and externally, we look at our residents and businesses with a lens of inclusion, diversity, equity, and accessibility.



Human Resources

The Department of Human Resources is responsible for administering the Classified Service Rules and administering examinations for all competitive city positions, development of job descriptions and conducting job analysis, recruitment, administering employee benefits, administering both the Classified Employees Retirement Fund and the Custodian and Mechanics Retirement Fund. Human Resource staff administers the Human Resource Information System (HRIS) function and was instrumental in upgrading its system this Fiscal Year. Human Resources is responsible for the negotiation and administration of all collective bargaining agreements. The table below list each employee representative with the current term of contract and number of represented employees in each.

Bargaining Unit	Term of Agreement	Employee Count
Dental Hygienist	7/1/2024 – 6/30/2027* <i>*pending Boards review and BOR ratification.</i>	4
UAW (excludes seasonal employees)	7/1/2022 – 6/30/2025	350
MAA Supervisors	7/1/2023 – 6/30/2026	130
IUOE Local 30 – Operations (excludes seasonal employees)	7/1/2019 – 6/30/2024 Currently in negotiations	137
Nurses Association	7/1/2023 – 6/30/2026	39
Assistant Corp. Counsels	7/1/2022 – 6/30/2025	9
Fire Local 786	7/1/2019 – 6/30/2035	247
Police Association	7/1/2022 – 6/30/2026	264
IOUE Local 30 WPCA	7/1/2021 – 6/30/2025	29
Custodians & Maint. Workers	7/1/2021 – 6/30/2025	148
Pay Plan (nonunion)	n/a	41

Total Full-Time Employees		1398
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The Department of Human Resources established the ***City of Stamford Leadership and Training Institute***. The Institute is the central entity in City government for developing and delivering educational and training programs for all city employees. Its mission is to develop and enhance employees' work-related skills and abilities, to prepare them for future leadership roles in city government, and to enhance the skills and abilities of current leaders.

The programs offered through the Institute are developed based on needs analysis conducted by HR staff by surveying department heads and managers, and from evaluations completed by employees who complete the training activities conducted by the Institute. A core five-seminar leadership program has been created which will be initially offered to department heads. This five-seminar program will be tailored to be offered to managers, supervisors, foreman and employees seeking to improve their skills and abilities for future leadership roles in city government. The Institute will also offer stand-alone programs to include the state required sexual harassment program, unconscious bias and workplace inclusion, Lean Six Sigma training, customer service training, ethics training among other training opportunities as determined by our ongoing need analysis.

Part II - Elected & Select Appointed Boards

31st Board of Representatives

The 31st Board of Representatives took office on December 1, 2021. Elected were thirty-six (36) Democrats and four (4) Republicans. Since the election, ten (10) representatives have resigned. The Board meets in regular sessions on the first Monday of each month. A Steering Committee meeting is held each month to set the agenda for the following month.

During the period July 1, 2023 to June 30, 2024, the Appointments Committee recommended twenty-three (23) mayoral appointments to various boards and commissions. In addition, the Committee recommended appointment of four (4) cabinet positions: the Director of Economic Development, the Director of Administration, the Chief of the Fire Department and the Director of Emergency Management; three (3) civil citation officers and three (3) vacancies on Elective Boards.

The Fiscal Committee evaluated 62 appropriations; 18 grants resolutions; 21 resolutions authorizing the issuance of bonds; agreements related to actuarial services and professional auditing services; as well as the operating and capital budgets for FY 2023-24. The Fiscal Committee also monitors progress on capital projects and close-outs/reallocations, bid waivers, contract bids, grant funds and the contingency fund. It also reviews annual financial reports, and applications and agreements to obtain grant funds.

During Fiscal Year 2023-24, 49 resolutions and 15 ordinances were passed by the Board, with 16 of those being honorary resolutions. Significant legislation included:

- An ordinance concerning a tax abatement agreement among the City of Stamford and Oak Park 1 Limited Partnership and the Housing Authority of the City of Stamford for 61 below-market units located at Ursula Place, Stamford, CT
- An ordinance amending Chapter 242 of the Code of Ordinances adding § 242-5 Prohibiting the Possession of Firearms and Explosives in Government Buildings and Polling Places
- An ordinance regarding compensation for acting Mayor under C3-10-4
- An ordinance amending Chapter 146, Section 13 of the Code of Ordinances concerning the setting of a fine that may be imposed by the Health Department for Violation of Chapter 146 of the Code of Ordinances
- An ordinance amending Chapter 146, Section 34 of the Code of Ordinances concerning the setting of a fine for the late submission of a renewal application for a Multi-Family Dwelling Operating License.
- An ordinance authorizing the use of Automated Traffic Enforcement Safety Devices
- An ordinance designating the position of Fire Marshall as Unclassified
- An ordinance amending Chapter 72-2 alcoholic beverages sale and consumption on municipal property to extend the pilot program (prohibiting except during an authorized function, in parks with sporting event fields, or on beaches) for six months
- A resolution amending Resolution No. 4216, approving the fee schedule for Terry Connors Ice Rink to amend non-resident ice rental rate

- A resolution to the Governor regarding Public Act 23-205, an act authorizing and adjusting bonds of the state and concerning certain grant and financing programs, state construction related thresholds, school construction projects, the failure to file for certain grand list exemptions, the validation of certain actions taken by certain municipalities, capital city projects, certain consumer agreements, certain modifications to municipal charters and petitions for certain town referenda, elections administration and campaign finance, certain cases before the Commission on Human Rights and Opportunities and other items implementing the State Budget
- A resolution authorizing the acceptance of a gift From Terra Green LLC for refurbishments/enhancements to the seating located at Cubeta Stadium
- A resolution concerning recommendations for changes to the draft report of the 19th Charter Revision Commission
- A resolution approving the Final Report of the 19th Charter Review Commission subject to any rejected provisions
- A resolution approving the submission to the electors of the proposed amendments to the Charter at the November 7, 2023 election
- A resolution regarding the appointment of members of the Board of Representatives to attend hearings of the Planning Board in preparation of a proposed capital program
- A resolution establishing the Charter Revision questions for the November 7, 2023 ballot
- A resolution to change the date for the submission to the electors of the proposed amendments to the Charter from November 7, 2023 to November 5, 2023
- A resolution approving a purchase and sale agreement between the City of Stamford and SMTG LLC for 560 Atlantic Street, Stamford, CT
- A resolution approving a purchase and sale agreement between the City of Stamford and SMTG LLC for 13 Manhattan Street, Stamford, CT
- A resolution amending Resolution No. 4085, as Amended by Resolution Nos. 4101, 4128, And 4204 concerning the appointment of a South End Historic District Study Committee
- A resolution approving the License and Use Agreement between the Boys & Girls Club of Stamford and the Stamford Public Schools (Use of classroom space for SPS Steps Program)
- A resolution approving a lease by and between the Honorable James A. Himes and the City of Stamford for 996 sq. ft. of office space on the 10th floor of the Government Center
- A resolution authorizing the Mayor to enter into a contract regarding Community Development Block Grant Year 49 funding for the Stamford Veterans Resource Center
- A resolution regarding the Notice of Intent to discontinue a portion of Garden Street, Stamford, CT
- A resolution requiring the City of Stamford to purchase Bunker Gear/Turnout Gear free of PFAS (Per- and Polyfluoroalkyl Substances) as soon as available
- A resolution adopting the Board of Education budget for Fiscal Year July 1, 2024 to June 30, 2025
- A resolution adopting the operating budget (including General Fund Support to the Board of Education budget) for Fiscal Year July 1, 2024 to June 30, 2025

- A resolution adopting the Capital Budget for Fiscal Year July 1, 2024 to June 30, 2025
- A resolution adopting the Debt Service Fund, Anti-Blight Programs Fund, Grants Fund, Stamford Harbor Management Fund, Marina Operating Fund, Parking Fund, Police Extra Duty Fund, EG Brennan Golf Course Fund, Terry Connors Ice Rink Fund, Active Medical Fund, Risk Management Fund, and WPCA Fund budgets (collectively referred to as the Special Funds Budgets)
- A resolution authorizing the acceptance of a gift of a Seward Johnson sculpture from the River Bend Center, LLC
- A resolution regarding the approval of location plans for Automated Traffic Enforcement Safety Devices
- A resolution approving an additional tax rate to provide funds to a Reserve Fund for Capital non-recurring expenditures to support the funding of future capital projects under CGS §7-361 As Recommended by the Board of Finance for Fiscal Year 2024-2025
- A resolution approving the submittal of a list of programs to the State Department of Revenue Services in accordance with the provisions of the Connecticut Neighborhood Assistance Act
- A resolution authorizing the Mayor to enter into and sign agreements with the State of Connecticut for the West Side Pedestrian Safety and Connectivity Project
- A resolution authorizing the Mayor to enter into and sign agreements with the State of Connecticut for the Latham Park Area Infrastructure Improvements Project
- A resolution authorizing the Mayor to enter into and sign agreements with the State of Connecticut Department of Public Health for immunizations and vaccines for children
- A resolution authorizing the Mayor to enter into and sign agreements with the State of Connecticut Office of Policy & Management for the Local Capital Improvement Program
- A resolution authorizing the Mayor to enter into and sign agreements with the State of Connecticut Department of Transportation for the Microtransit Pilot Program
- A resolution recommending that the full Board of Representatives complete sensitivity training

There are several other committees whose membership worked to bring about the above-listed accomplishments. These committees are: Steering, Legislative & Rules, Land Use-Urban Redevelopment, Operations, Public Safety & Health; Parks and Recreation; Education; Housing/Community Development/Social Services; State & Commerce, and Transportation.

In addition, the Board created a Special Committee to review a possible settlement of High Ridge Real Estate Owner LLC v. Board of Representatives of the City of Stamford litigation involving the Board of Representatives' decision in an appeal from decision of the Zoning Board. The Board is being represented by outside counsel due to a conflict of interest by the City's Legal Department.

Since March 16, 2020, the Board has held all Board meetings and committee meetings either remotely or by a combination of in-person and remotely in order to preserve the health of Board members, City staff and the public. The Board has strived to ensure that members of the public have numerous pathways to participate in these meetings safely, including enabling public viewing of all meetings and enabling members of the public to sign up to speak at or submit written comments for public hearings or during the public participation session of Board meetings.

Board of Finance

Board Members	Term Expires
Richard Freedman (D), Chair	November 30, 2025
Mary Lou T. Rinaldi (Vice-Chair)	November 30, 2027
Geoff Alswanger (D)	November 30, 2027
Dennis Mahoney (R)	November 30, 2025
Laura Burwick (D)	November 30, 2027
J.R. McMullen	November 30, 2025

Established and governed by the City of Stamford Charter, the Board of Finance is an elected body authorized with specific powers and duties related to the City's finances. The Board's duties include examining requests for additional appropriations; investigating and determining the fiscal policies of the City; approving the Mayor's Proposed Operating, Special Funds, and Capital budgets, and the proposed Board of Education budget; transmitting the approved budgets to the Board of Representatives for final approval; and determining and fixing the tax rates in each of the city's tax districts. The Board of Finance may also determine the type of bonds relating to the issuance and sale of general obligation bonds and bond anticipation notes.

The Board of Finance is composed of six members, each of whom hold office for a four (4) year term. Board members are elected by Stamford voters in citywide elections for staggered terms – one half of the membership is elected at each biennial municipal election. The members serve without compensation.

The Board of Finance hold its regular meetings on the second Thursday of each month, unless changed by resolution of the Board. These meetings are held in the Board of Finance Meeting Room, located on the Fourth Floor, Stamford Government Center, 888 Washington Boulevard. Meetings are open to the public and include a period of time, not to exceed 30 minutes, at the opening of each meeting for the public to address the Board on any item on the meeting agenda.

In addition to regular meetings, special meetings may be called by the Mayor or by any two members of the Board to address urgent issues or requests. The Board also holds hearings on the Mayor's Proposed Operating and Capital Budgets and the Board of Education's proposed budget. The Board then votes on these budgets which they may accept, reject, or reduce on a line-item basis.

The Office of the Board of Finance is staffed by a permanent part-time Clerk/Staff Person and its office is located on the 4th Floor of the Stamford Government Center.

Planning Board

- See Operations/Land Use Section.

Zoning Board

- See Operations/Land Use Section.

Zoning Board of Appeals

- See Operations/Land Use Section.

Tax Assessment Board of Appeals

The Assessor's Office is responsible for preparing the annual Grand List of both taxable and exempt property located within the City of Stamford. The Grand List consists of all Real Estate, Motor Vehicles, and Business Personal Property Assets. In addition, all exemptions and benefits authorized under State and local law are processed in a timely manner.

The Net Taxable Grand List for October 1, 2022 after the Board of Assessment Appeals is:

Tax Assessment – At a Glance	
	Net Taxable
Real Estate	21,955,592,442
Motor Vehicle	1,428,679,050
Personal Property	1,307,189,600
Total	24,691,461,092

Mill Rates – At a Glance	
	FY 23-24 Mill Rates
District A	25.24
District B	24.76
District C	24.46
District CS	24.86
Auto	27.25
Personal Property	27.17

Tax Assessment – Trends				
Tax Assessment	2020-21	2021-22	2022-2023	2023-2024
Net Grand List	\$21,966,307 ,423	\$22,197,720,6 43	\$22,711,315. 415	\$24,691,461,0 92

All taxable property (October 1)

Fiscal year 2023-2024 a 2yr phase-in of real estate increases was implemented to minimize the impact of the Oct. 1, 2022 property revaluation.

Board of Ethics

Please see attached Annual Report of the Board of Ethics (Attachment No. 3).

Other Boards and Commissions

Minutes & Agendas, along with video recordings of the proceedings of several of the commissions can be accessed through this webpage - <https://www.stamfordct.gov/government/boards-commissions>. (Additional non-city commissions are listed on the City website, including various Charter Oak property boards.)

Affordable Housing Board of Trustees	
Arts & Culture Commission	Mayor's Multicultural Council
Board of Assessment Appeals	Old Town Hall Redevelopment Agency
Board of Education	OPEB Board of Trustees
Board of Ethics	Parks and Recreation Commission
Board of Finance	Patriotic & Special Events
Board of Representatives	Personnel Commission
Camera Review Committee	Planning Board
Classified Employees Retirement Fund	Police Commission
Custodian Retirement Fund	Police Pension Board
E. Gaynor Brennan Golf Commission	School Building Committee
Economic Development Commission	Social Services Commission
Environmental Protection Board	Stamford Golf Authority
Fire Commission	Stamford Investment Advisory Committee
Firefighters' Pension Fund	Stamford School Readiness Council
Harbor Management Commission	Stamford Transit District
Health Commission (DHSS)	Tax Abatement Committee
Historic Preservation Advisory Commission	Tax Assessment Board of Appeals

Investment Advisory Committee	Traffic Advisory Committee
Urban Redevelopment Commission	Traffic Hearing Officer
Water Pollution Control Authority	Zoning Board
	Zoning Board of Appeals

Part III - Authorities & Outside Agencies

Entities that Receive City Funding

The City of Stamford supports several outside agencies that provide vital services to residents. Selected organizations are listed below.

Organization	2021-22 Budget	2022-2023 Budget	2023-2024 Budget
Stamford Museum	1,325,000	1,325,000	1,325,000
Ferguson Library	9,280,800	9,280,000	9,280,800
Historical Society	47,500	47,500	47,500
Bartlett Arboretum	334,000	334,000	334,000
DSSD	140,000	140,000	140,000
Liberation Programs	104,500	104,500	104,500
Senior Center	279,500	279,500	279,500
Pacific House	65,000	65,000	65,000
Inspirica	290,000	290,000	290,000
Charter Oak Communities	323,823	323,823	373,823
United Way	15,000	15,000	15,000
Boys & Girls Club	225,050	225,050	225,050
Stamford Partnership	40,000	40,000	40,000
Stamford Symphony	25,500	25,500	25,000
Mill River Collaborative	500,000	675,200	500,000
Center for the Arts	47,500	47,500	47,500

Attachments

#1 – Office of Public Safety, Health & Welfare

#2 – Office of Operations

#3 – 2023 Board of Ethics Annual Report