



CITY OF NEW HAVEN
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Alder Jorge Perez, President
NH Board of Alders
165 Church Street
New Haven, CT 06510

Dear President Perez:

I am writing to request the Board of Alders' approval of the attached Ordinance amending language in the Health Benefits section of the current Executive Management and Confidential Employee Personnel Policies and Procedures Manual.

As you know the Police Department has been working diligently to seat new police recruits and administer promotional exams to keep the department at maximum performance levels despite the current number of vacancies due to attrition and retirements. This requested amendment is intended to maintain the current Executive Management leadership structure within the department to assure continuity of these efforts.

The current Executive Management and Confidential Employee Manual language provides for the Police Chief and the Assistant Police Chiefs who are members of Executive Management, to receive the same health benefits for themselves and their enrolled dependents as are afforded to active and retired members of the New Haven Police Union, Local 530, Council 15, AFSCME, AFL-CIO, as provided in the existing collective bargaining contract with the City.

With the recent approval of the Local 530 collective bargaining agreement, these health benefits will change effective July 1, 2014 and for two of the Assistant Chiefs who have 20 years of service this creates a significant incentive to retire. These Assistant Chiefs are respectively responsible for Administration and for Training and are both critical to the department's efforts to seat new recruit classes, coordinate promotional exams and keep the department at maximum functionality while it works through filling of vacancies due to attrition and retirements.

Having discussed this with the Police Chief, Labor Relations, Human Resources and Corporation Counsel I am asking that Article 12 of Executive Management and Confidential Employee Polices and Procedures Manual be amended to add the following language:

Article 12: Health Benefits of the Executive Management and Confidential Employees Personnel and Procedures Manual:

“except that those Sworn personnel with twenty years of service prior to July 1, 2014 will continue to be eligible for the retiree medical benefits and cost shares they would have been eligible for had they retired prior to July 1, 2014 , until such time as they choose to retire from their current Executive Management positions.”

This language change will only impact the two Assistant Chief positions and is in the best interests of both the City and the Police Department.

I urge your favorable review. Thank you for your consideration.

Sincerely

Michael Carter
Chief Administrative Officer