

Modernizing Executive Appointments

Focusing on the New Residency Exception Framework
for Coordinators and Department Heads

BOARD OF ALDERS PRESENTATION

The Challenge of 21st Century Recruitment

Why an exception is vital for New Haven's competitiveness.

THE TALENT GAP

Niche municipal roles—like Public Finance or Policing—require specific, nationally-competitive qualifications.

- ✓ **Market Competition:** Municipalities nationwide are relaxing residency to secure specialized experts.
- ✓ **Barrier to Entry:** Strict residency requirements often deter high-performing candidates from applying.
- ✓ **City Interests:** The public interest is best served by the most qualified leader, regardless of zip code.



Building on Past Success

This amendment is part of a deliberate strategy by the Board of Alders to professionalize City management.



Coordinator Exceptions

Establishing the original framework for Coordinators, creating a transparent precedent for case-specific residency relief.



Executive Handbook

Updating guidelines for Executive and Confidential employees to standardize benefits and align with modern HR best practices.



Competitive Salaries

Approving management salary increases to ensure New Haven can attract top talent in a highly competitive regional labor market.

SUBSECTION (J): THE NEW AUTHORITY



Case-Specific Exceptions

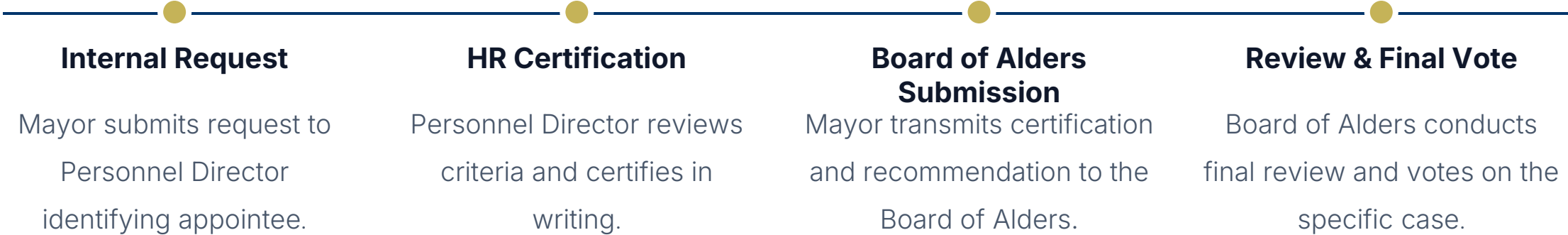
The Board of Alders may grant a residency exception for a specific individual newly appointed to a department head position.



The Mayor's Role

Exceptions are initiated through a formal written recommendation from the Mayor, ensuring alignment with executive branch goals.

THE NEW APPOINTMENT REVIEW PATH



RECRUITMENT INTEGRITY

To ensure the exception isn't used to bypass resident talent, the Personnel Director must verify the following:

- ✓ **Documented Process:** Evidence of public postings and active outreach appropriate to the professional level of the position.
- ✓ **Resident Scarcity:** A formal finding that comparably qualified resident candidates were not "reasonably available" during the search.
- ✓ **Retention Impact:** Proof that strict application of residency would "significantly affect" the City's ability to hire or retain this specific qualified candidate.

QUALIFICATIONS & ABILITY (K.1)

100%
Merit-Based Assessment

Substantive Review

Subsection (k)(1) mandates that the appointee's training, experience, and demonstrated ability to perform the office's functions are the primary filters for an exception.

The exception process is not a loophole; it is a recognition of exceptional professional standing.

SUBSTANTIAL HARDSHIP FACTORS (K.5)

Hardship Category	Factors Considered in Certification
Economic	Relocation costs, potential loss on prior home sale, maintaining multiple residences.
Family	Presence of school-age children or necessity of household members to remain local.
Medical	Documented health-related or medical reasons impacting residency location.
General	Any other factor creating a "substantial hardship" for the appointee.

STRICT CONDITIONS (SUBSECTION L)



Individual Only

Exceptions apply only to the specific individual and specific appointment. No "position-wide" exemptions allowed.



Connecticut Based

The appointee must maintain a continuous requirement to reside within the State of Connecticut.



Board Authority

The Board may impose any additional conditions or limitations they deem necessary for the public good.

NO PRECEDENT

Subsection (m) Safeguards

Granting an exception to one department head does **not** establish a right for any future appointee.

The Board's judgment is presumed "*reasonable and proper*" under the law, shielding the City from frivolous legal challenges regarding policy consistency.

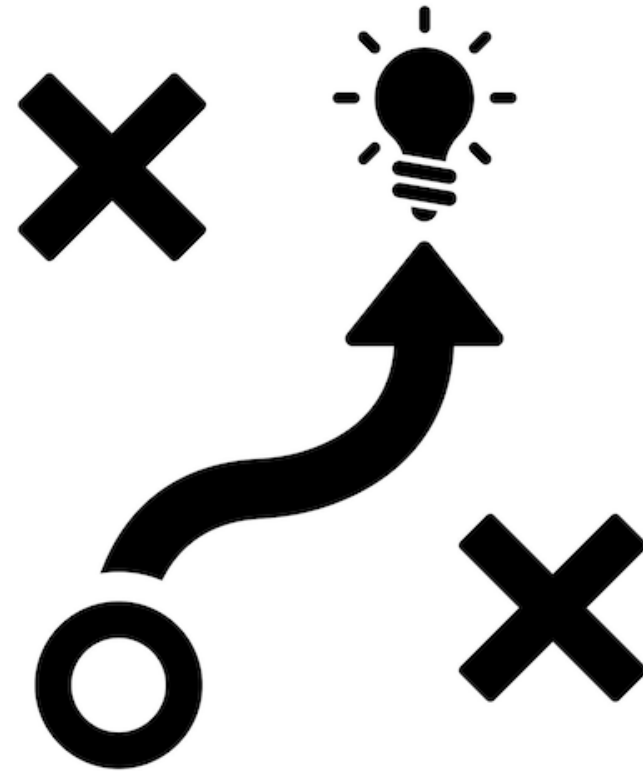


STRATEGIC OUTCOME

A Stronger Leadership Pipeline

By passing Subsections J-M, New Haven achieves:

- ✓ **Operational Excellence:** Department heads chosen for skill first.
- ✓ **Transparency:** Moving residency issues into a clear, documented legislative process.
- ✓ **Flexibility:** The ability to pivot for unique hires while keeping the general residency rule intact.



"The Board of Alders preserves residency as the general rule while establishing a limited, transparent process for when the public interest demands exceptional talent."




*— Core Intent of Section 2-221
Amendment*

The Case for Excellence

Expanding Arguments in Favor of the Department Head Exception Amendment

Winning the "Talent War"

New Haven is not just competing with other Connecticut towns; we are competing with the private sector and major metropolitan areas for specialized leadership.

-  **Specialization:** Roles like public finance, climate resilience, and city planning require highly technical credentials.
-  **Pool Expansion:** Widening the search pool to Connecticut residency increases the potential candidate base.
-  **Service Quality:** Exceptional leaders bring best practices that save taxpayers money.



Modern Housing Realities



Mortgage Lock-In

With high interest rates, many qualified candidates cannot afford to trade a 3% mortgage for a 7% rate in a new city.



Dual-Career Families

Spouses often have careers that cannot be easily moved, creating a "geographic anchor" for potential hires.



Educational Continuity

Candidates with school-age children frequently prioritize school stability over relocation, deterring recruitment.

Aligning with Best Practices

City	Residency Policy Status	Strategic Benefit
Denver, CO	Eliminated Requirements	Dramatic increase in competitive national recruitment.
Boston, MA	Waiver Process	Allows flexibility for specialized leadership roles.
Hartford, CT	Wavier Process	Residency can be waived for certain non-union department heads
New Haven	Proposed Exception	Preserves local spirit while securing top-tier talent.

The "Price of Vacancy"

3-36

**Months to Fill
Roles**

The Cost of Stagnation

Lengthy vacancies in department head roles lead to:

- ✘ Stalled capital projects and grant applications.
- ✘ Low department morale due to interim leadership.
- ✘ Lack of long-term strategic vision for vital services.

Transparency

This ordinance creates a **documented legal framework**.

- 🕒 **Public Record:** Findings must be written and certified.
- 🗑️ **Legislative Vote:** The Board of Alders has the final say.
- 🛡️ **No Loopholes:** Specific criteria prevent arbitrary exceptions.



Questions?

Ensuring Excellence through Balanced Residency Reform.

CITY OF NEW HAVEN