



CITY OF NEW HAVEN
JOHN DESTEFANO, JR.
MAYOR

CITY HALL

CHIEF ADMINISTRATOR'S OFFICE

ROBERT SMUTS
CHIEF ADMINISTRATIVE OFFICER

165 CHURCH ST.
NEW HAVEN, CT 06510
(203) 946-7900
FAX (203) 946-7911

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President Jorge Perez
New Haven Board of Aldermen
165 Church Street
New Haven, CT 06510

Dear President Perez:

Hiring the best-qualified candidates for the positions of Chief and Assistant Chief in the New Haven Police Department is a matter of significant importance for our City.

Assistant Chiefs are expected to shoulder considerable responsibility, work long hours without overtime compensation, and do so for earnings that are currently less than what their colleagues at lower ranks make for similar hours of work. In addition, Assistant Chiefs are judged to a high performance standard without the job protection afforded to unionized workers, and their performance is judged not solely on their own merits but also on the leadership team of which they are a part.

It is an honor to become an Assistant Chief of the NHPD, but it is critical that we do not allow real issues become barriers to hiring the best-qualified candidates – particularly from within the department. My office will be conducting a salary study for the position of assistant chief within a broader study of executive management and confidential positions, which is potentially one barrier. Another barrier that is very clear is the risk to pension benefits for someone being promoted from within the NHPD that does not yet have twenty years of service.

The attached ordinance amendment would rectify this last barrier, but extending a sick-time buy-back that is available to those with more than twenty years of service to those with between 15 and 20 years who are promoted out of the bargaining unit. This benefit is being suggested solely because of the reduced job protection afforded to those covered by the Executive Management and Confidential Employees Personnel and Procedures Manual, and not as an additional benefit.

Recognizing that the current Police and Fire pension provisions must be changed to preserve the long-term financial viability of the plan, a change has been made to reduce the amount of years

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that can be purchased and increase the amount of accumulated sick time that is necessary for that purchase.

I thank you for your consideration of this matter, and look forward to answering any questions you and your colleagues might have.

Very truly yours,

Robert Smuts
Chief Administrative Officer

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