



CITY OF NEW HAVEN
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CHIEF ADMINISTRATOR'S OFFICE

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February 21, 2014

Mr. Jorge Perez
President
New Haven Board of Alders
165 Church Street
New Haven, CT 06510

Dear President Perez:

I am writing to request an amendment to the Executive and Confidential Employees Personnel and Procedures Manual which was approved by the Board of Alders effective 12/27/11. Included in this document was an Executive Management and Confidential Pay Plan which was not updated at the time of approval by the Board of Alders because the contract negotiations with Local 3144 had not yet been completed. In the past the Executive Management and Confidential Employee Pay Plan has been adjusted to reflect the percent increases negotiated by Local 3144. These adjustments help to ensure 1.) that our Executive and Confidential pay ranges do not fall behind comparable salaries in other cities and 2.) that our Executive and Confidential pay ranges do not fall behind the pay ranges of the union employees under their supervision..

The pay adjustments approved for Local 3144 total 6.5 % for the period July 1, 2010 – June 30, 2015. I am requesting that the upper end of the Executive Management and Confidential pay ranges be increased 6.5% for this same time period.

Approval of this amendment simply redefines the salary range within which Executive and Confidential Employees may be paid and assures that the Executive and Confidential Employees Personnel and Procedure Manual is updated consistent with union pay levels.

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I have provided information from the Connecticut Conference of Municipalities (CCM) Survey of Municipal Salaries to assure you that the proposed range increases are in line with salaries in other comparable communities. Human Resources has also provided a range comparison chart showing the current and proposed spread between Executive Management pay plan ranges and those of direct reports approved as part of the Local 3144 contract.

I am available to discuss this further with the Board and urge your favorable consideration.

Sincerely

Jennifer Pugh
Acting CAO

Cc: Stephen Librandi, Manager
Human Resources and Benefits

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ORDINANCE AMENDMENT TO THE EXECUTIVE MANAGEMENT AND CONFIDENTIAL EMPLOYEES PERSONNEL AND PROCEDURES MANUAL TO UPDATE THE PAY PLAN CONSISTENT WITH LOCAL 3144 PAY INCREASES FOR THE PERIOD JULY 1, 2010 THROUGH JUNE 30, 2015

WHEREAS; The New Haven Board of Alders approved the current Executive Management and Confidential Employees Personnel and Procedures Manual effective December 27, 2011; and

WHEREAS: At the time of this approval the pay plan was not amended because the Local 3144 Management Union had not yet finalized contract negotiations; and

WHEREAS: the Local 3144 Management Union contract for the period July 1, 2010 through June 30, 2015 was subsequently approved with total pay increases for the duration of the contract of 6.5%, ; and

WHEREAS; it is in the City's interest to keep the pay ranges for its Executive and Confidential Employees competitive with those of comparable salaries in other similar municipalities and in line with those of the Local 3144 management staff whom they supervise; and

WHEREAS; approval of this adjustment to the Executive Management and Confidential pay plan does not change any current employee's salary but provides the parameters for salaries paid by the City.

NOW THEREFOR BE IT ORDAINED: That the New Haven Board of Alders approves the Executive Management and Confidential Pay Plan by increasing the Maximum pay amounts by 6.5% for the period July 1, 2010 through June 30, 2015 in accordance with Attachment A to this Order.