

RANGE COMPARISON EXECUTIVE MANAGEMENT VS 3144

CCM Survey Rank	Executive Management Jobs	Range	Current Max.	Proposed Max.	Direct Report (Local 3144)	2010 Max.	% Spread	2015 Max.	% Spread
5 of 6	Chief Administrative Officer	9	\$132,920	\$141,560	Deputy CAO	\$115,907	15%	\$123,605	15%
3 of 6	Community Services Administrator	9	\$132,920	\$141,560	Deputy CAO	\$115,907	15%	\$123,605	15%
4 of 9	Dir. Public Health	8	\$125,426	\$133,579	Dir. Maternal/Child Health	\$96,268	30%	\$102,662	30%
3 of 10	City Engineer	8	\$125,426	\$133,579	Chief Civil Engineer	\$106,021	18%	\$113,062	18%
6 of 11	Director Parks & Rec	7	\$116,799	\$124,391	Deputy Dir. Parks & Sq.	\$96,268	21%	\$102,662	21%
5 of 12	City Assessor	6	\$111,426	\$118,669	Deputy Assessor	\$88,050	27%	\$93,897	26%
n/a	Director Traffic Trans. & Parking	6	\$111,426	\$118,669	Deputy Dir, TT&P	\$88,050	27%	\$93,897	26%

List of selected Executive Management positions with responsibility for supervising large departments with multiple reporting levels. Comparison of range maximum is to the highest ranking 3144 position reporting to that position.

CCM Rank. - Annual survey of Ct Municipalities with population over 60,000. Hartford does not participate, so New Haven ranked 2 by population. Rank in column one is actual salary for position in municipality that have it. New Haven tends to pay in the middle of the pack, despite being larger than most reporting

Good compensation practice requires significant differential between reporting levels. Increasing the ranges by 6.5% keep differential between 15% and 30%