



# City of New Haven

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## Legislation Text

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**File #:** OR-2023-0014, **Version:** 3

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ORDINANCE AMENDMENT OF THE NEW HAVEN BOARD OF ALDERS REVIEWING, FINALIZING AND ADOPTING PROPOSED REVISIONS OF THE EXECUTIVE MANAGEMENT & CONFIDENTIAL EMPLOYEES PERSONNEL AND PROCEDURES MANUAL

WHEREAS: Article 13, Section 1(g) of the Charter of the City of New Haven requires the Manager of Human Resources and Benefits to prepare a pay plan for all positions not included within collective bargaining agreements consisting of salary ranges; and

WHEREAS: the most recent revision of the Executive Management & Confidential Employees Personnel and Procedures Manual was last revised in 2011 (the "2011 Manual"); and

WHEREAS: the Office of the Mayor and the Department of Human Resources have reviewed current legislation regarding pension and medical benefits; and

WHEREAS: the City of New Haven is proposing updates to the 2011 Manual to bring it in line with such current pension and medical benefits legislation; and

WHEREAS: the proposed revisions to the 2011 Manual also update the pay plan and salary ranges' and

WHEREAS, The City of New Haven submitted an ordinance amendment (OR-2022-0024), updating Article 18 of the 2011 Executive Management and Confidential Employees Personnel and Procedures Manual (2011 Manual) to clarify/make changes to the pension benefits offered to three Executive Management and Confidential positions, Chief of Staff, Budget Director, and Chief Technology Officer as well as to update other provisions of Article 18 (Pension) of the 2011 Manual; and,

WHEREAS, The Board of Alders passed the provisions of OR-2022-0024, as submitted, on October 03, 2022; and,

WHEREAS, The Board of Alders also requested and accepted the actuarial valuation related to the changes in the pension language approved on October 03, 2022 to ratify ORr-2022-0024, which passed on December 05, 2022 (LM-2022-0550); and,

WHEREAS, The City of New Haven submitted an ordinance amendment (OR-2023-0014) which amended the overall 2011 Manual which was passed by the Board of Alders on October 16, 2023; and,

WHEREAS, As part of the overall update of the 2011 Manual, the revised pension language from the previously adopted ordinance amendment OR-2022-0024 was to be included in the updated manual; and,

WHEREAS, It has been discovered that a scrivener's error resulted in the inadvertent omission of part of the revised pension language from OR 2022-0024 within the overall update of the 2011 Manual (OR-2023-0014); and,

WHEREAS, The Board of Alders did not intend to omit or delete this language from the Executive Management and Confidential Employees' Personnel and Procedures Manual when it approved OR 2023-0014; and

WHEREAS, The City of New Haven is submitting a technical change to OR-2023-0014 to correct the scrivener's error to include the language from OR 2022-0024, as intended and approved by the Board of Alders as set forth in Exhibit A, attached hereto.

NOW, THEREFORE, BE IT ORDAINED that the proposed revisions to the 2011 manual, to be then known as the Revised Manual, be approved and adopted as an ordinance of the City of New Haven.

BE IT FURTHER ORDAINED that the Revised Manual be effective retroactively to July 1, 2023.

NOW, THEREFORE, BE IT ALSO FURTHER ORDAINED by the New Haven Board of Alders that:

This Ordinance Amendment is hereby is amended to correct Article 18 (Pension) of the Executive Management and Confidential Employees' Personnel and Procedures Manual as adopted under ordinance amendment OR- 2023-0014, to include the provisions adopted by the Board of Alders in OR- 2022-0024 which were intended to be adopted by the Board of Alders in OR-2023-0014 and shall apply retroactively to Article 18 (Pensions) of the Executive Management and Confidential Employees' Personnel and Procedures Manual as of July 1, 2023.