

August 1, 2005

Hon. Hernan Lafontaine
President
Court of Common Council
City of Hartford
550 Main Street
Hartford, CT 06103

RE: Amended and Revised Human Resources Ordinance

Dear Council President Lafontaine:

Attached please find the final amended version of the Human Resources ordinance that brings our civil service system into the 21st century and for the first time provides transparent work rules concerning all non-union employees both classified and unclassified. This final version reflects the thoughtful comments of many council members and I believe is stronger as a result of the lengthy deliberations over its contents. This is the first comprehensive reform of Hartford's civil service system in many decades and is long overdue. Among the many improvements in the ordinance are:

1. A transition of all non- union employees from a 35-hour workweek to a 40-hour workweek.
2. The elimination of compensatory time.
3. The reduction in long term costs to the city of employee benefits for non-union employees.
4. The replacement of the Personnel Board with a Human Resources Board pursuant to Charter.
5. The introduction of the modern "broad banding" technique in selection of entry-level positions to allow for greater diversity in hiring from our pool of qualified applicants.

As you know, this reform effort and recodification took significant effort to bring our municipal code in line with the new Charter and state statute. This change is long overdue and I urge you to adopt the amended ordinance at your August meeting.

Sincerely,

Eddie A. Perez
Mayor