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# CITY OF DANBURY

OFFICE OF THE MAYOR  
DANBURY, CONNECTICUT 06810

MARK D. BOUGHTON  
MAYOR

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June 30, 2004

Honorable Members of the Common Council  
City of Danbury, Connecticut

Dear Common Council Members:

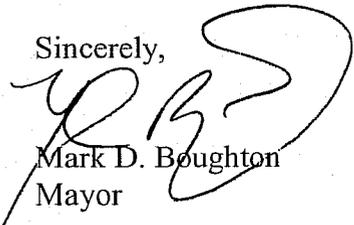
In May 2004, I submitted to the Common Council a revised resolution related to the benefits afforded to the City's non-union employees. The revised resolution was designed to reward these employees for their hard work and service to the City by committing to retain their current health and insurance benefits and the implementing enhancement-based salary increases. The standing resolution did not provide the flexibility to execute these initiatives since it tied the benefits of non-union employees to those afforded to the Danbury Municipal Employees Association (DMEA).

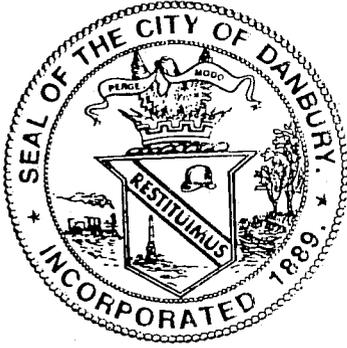
In addition, the resolution as written presented several legal issues that were discussed at length at the committee meeting held on May 24, 2004. These included statutory construction, parity, the length of the time the resolution had been in effect, and its amendment of civil service rules. Due to the multitude of problems associated with the resolution, the Committee recommended and the Council approved a total repeal of the resolution.

The non-union employees have expressed considerable concern and uneasiness regarding the preservation of their benefits. In order to provide a level of comfort, I am requesting that the Common Council consider the attached resolution. The resolution would commit to retaining the current level of benefits, exclusive of the health insurance changes that went into effect July 1<sup>st</sup>, and would remain in effect until December 1, 2005. At that time, the Mayor would submit a new resolution for the Common Council's consideration.

Thank you for your consideration of this matter.

Sincerely,

  
Mark D. Boughton  
Mayor



# RESOLUTION

CITY OF DANBURY, STATE OF CONNECTICUT

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RESOLVED by the Common Council of the City of Danbury:

**WHEREAS**, there are many officers and employees of the City of Danbury who are not represented by unions or collective bargaining associations and whose rights, privileges and benefits of employment are therefore not established by collective bargaining agreements; and

**WHEREAS**, in recognition of their dedication to the City of Danbury and the spirit of excellence with which they perform their service to the public a corresponding commitment to them is in the best interests of the City of Danbury.

**NOW, THEREFORE, BE IT RESOLVED BY THE COMMON COUNCIL OF THE CITY OF DANBURY THAT** all officers and employees not represented by unions or collective bargaining associations shall retain all of the rights privileges and benefits that they presently enjoy, such as, but not limited to, sick time, compensatory time, vacation time and retiree medical benefits, effective July 7, 2004 through December 1, 2005.