



**Supervisory & Residual Bargaining Units**  
**Town of Manchester - Connecticut**

April 7, 2010

Scott Shanley  
General Manager  
Town of Manchester  
494 Main Street  
Manchester, CT 06040

**RE: CSEA/SEIU Local 2001**  
**Supervisory Unit & Residual Unit**

Dear Mr. Shanley:

We are all aware that municipal governments across the State of Connecticut are facing difficult times when attempting to put together their budgets for the upcoming year. In fact, this is the second year in a row for which the current economic downturn has imposed itself upon the budget process of the Town of Manchester.

Our members clearly understand the challenges facing the Town Administration. Besides being employees of the Town, we also constitute family units that are attempting to navigate our way through the same economic turbulence currently faced by the residents of Manchester.

Over the years, the membership has demonstrated a long history of stepping forward in difficult economic times such as these and working with past administrations to reduce the costs associated with providing the high level of services expected by the residents of Manchester. The following is a brief summary of concessions that the membership has made over the years aimed at reducing the cost of such services:

- Staff reductions either through attrition or retirements.
- Creation of a tiered system for new hires with respect to salary, annual leave, and health benefits. In many instances, these subjects were revisited on more than one occasion, thus creating a multi-tiered system with each newly created tier receiving reduced and less costly benefits.
- Reduction of annual leave, vacation, and sick time provided, as well as reduction and elimination of payouts for unused sick time upon the end of employment with the Town.
- Modification of the step increase procedures, which were changed from 12-month steps to 18-month steps.

**494 Main Street ~ P.O. Box 191 ~ Manchester, CT 06045-0191**  
**Tel. (860) 647-3057 – Residual ~ Tel. (860) 647-3156 – Supervisory**

- Elimination of longevity pay.
- Acceptance of multiple furlough days on two (2) separate occasions.
- Elimination of a 3% general wage increase (GWI) that was scheduled for July 1, 2009, the current fiscal year.
- Shift from a defined benefit retirement program to a defined contribution program for employees hired after July 1, 2004.

As you know, many of the above concessions affect budgets beyond the year in which they are originally implemented. For instance, the 3% GWI that was given back in 2009 from our units represented a savings in excess of \$140,000 in the FY 2009/2010 budget. If no additional concessions are made this budget year, the cost savings of this concession will increase and continue to be realized in each budget year going forward as a result of the effect of compounding on salaries and other wage-driven benefits.

We hope that both you as the General Manager, and the Board of Directors as the legislative body for the Town, realize the sacrifices that have been made over the past decade or more and the fact that they are reflected well beyond the year of their original inception.


Please be assured that our membership is acutely aware of the financial difficulties currently facing the residents of Manchester. We all find ourselves attempting to navigate our way through the current economic environment.

Because the scope of the union concessions that are contained in the proposed FY 2010/2011 budget, were only presented to us shortly before the actual release of the budget, we did not have time to adequately review them with our membership. We are currently in the process of doing so and anticipate detailing the budget with each of the units during the week of April 12, 2010. We anticipate contacting the Town after these meetings to share the results of our discussions.

Very truly yours,



Scott Neff  
President  
Supervisory Unit



James A. Davis  
President  
Residual Unit

CC: Members, Manchester Board of Directors