

**Bristol Probate Court**  
111 North Main Street  
Bristol, Connecticut 06010  
(860)-584-6230  
Fax (860)-584-3818

March 3, 2010

Hon. Paul J. Knierim  
Hon. Dianne E. Yamin  
Hon. Joseph D. Marino  
Probate Administration  
186 Newington Road  
West Hartford, CT 06110-2320

Re: Budget Committee

Dear Judge Knierim, Judge Yamin and Judge Marino,

Please excuse my inability to appear before your committee which meets during Court Business Hours and the fact that I have to maintain minimal staffing levels necessary in our Court, I once again send this letter in lieu of my attendance.

I need to comment on the three tier compensation range system within the various Chief Clerks Titles. I applaud the recognition that in each Court no matter the staffing level that there should be a designation of Chief Clerk of the Court.

As the Probate Court system moves toward a new era of professionalism, I would hope that in the future consideration would be given toward a requirement that each future Chief Clerk hired henceforth having at minimum a J.D. degree plus designated years of Actual Probate Court experience, grandfathering, of course, all Chief Clerks/Clerks already in the Probate system in 2010.

I question the compensation delineation between Chief Clerk III and Chief Clerk II and Chief Clerk I. If I manage a court with a staffing level of 7.3, how is that any different from having a staffing level of 8 to warrant such a distinction in salary ranges? In the very large Courts, they are allowed a Chief Clerk, plus a Staff Attorney, plus possibly an Office Manager plus a Deputy Clerk (4 staff members).

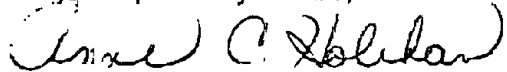
In our Court, I would fall in the Chief Clerk II tier. I would not be able to have the assistance of a Deputy Clerk, nor a Staff Attorney. Guess who does all of that? I will be wearing my many hats of Chief Clerk, Office Manager, Staff Attorney, I.T.-Computer Contact, Budget Guru, Master Mechanic, First Aid Provider, Security Guard and Supervisor of Staff, Educator, Mentor and in my spare time, Manager of my own Probate caseload all at less compensation than my colleagues in the larger Courts according to the proposed plan. In the even Smaller Courts, they are wearing even more hats than myself and will be earning even less money. A Chief Clerk is a Chief Clerk- bottom line- the compensation range should be the same.

You have the "theory" of the positions in the analysis that has been presented to you, but you do not have the "reality" of the positions unless you have input from the people actually in service in the Probate Court system. My letter intends to give you the input that you need as committee members.

Also, at what point would years of service be considered in the mix for compensation range? I have 23 years of experience in the Probate Court system. Will my compensation be at the same level as that of a new Chief Clerk? Please take my comments in the spirit of which they are intended to educate the Committee on the realities of the position and with all due respect.

I thank you for your attention in reviewing this letter. I urge you to take the next right action of behalf of the Chief Clerks and Clerks and Court staff.

Very Respectfully Yours,



Anne C. Holihan, Esq.  
Chief Clerk of the Court  
Senior Staff Attorney