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**COPY**

January 13, 2010

Judge Paul Knierim  
Chair of the Budget Committee  
Office of the Probate Court Administration  
186 Newington Road  
West Hartford, CT 06110-2320

Dear Judge Knierim:

Thank you for speaking with me on the 7<sup>th</sup> and sharing that the proposed vacation schedule is not set in stone. As much as I can appreciate that the Budget Committee is under a very tight time frame, I was surprised the Committee voted on the vacation schedule so quickly. Voting on the Benefits Plan/Time-Off Policy for court staff was not on the posted agenda. On the draft version of the Budget Committee Projected Plan finalization of the plan is the 2<sup>nd</sup> week of March.

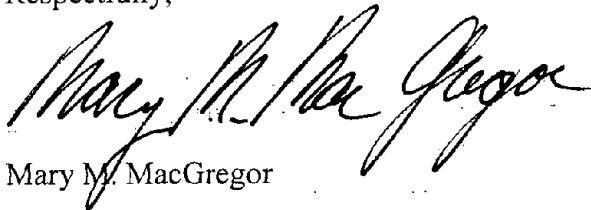
As Judge Blick and Judge Calebrese pointed out, there was a compression of time with the judicial schedule for employees with very little experience. I thank the committee for addressing their concerns and approving the reduction of vacation days in the 0-5 years-of-service category.

We now have a compression of time for employees with 10-15 years of experience. The recommended schedule more closely reflects a similarity to the Judicial proposal.

I continue to believe vacations should be grandfathered and the judicial package should be used for new hires. Appreciating the need to be fair and equitable to all, I respectfully ask the Committee to consider the attached proposal.

Thank you for your time and your consideration.

Respectfully,



Mary M. MacGregor

cc: Judge Marino, Committee Member  
Judge Yamin, Committee Member

## *PROPOSED VACATION SCHEDULE*

Years Of Service	Judicial Vacation Days	Judicial Accrual Rate	Budget Cmte. Approved Vacation Days	<b>PROPOSED</b>  Vacation Days
0			<b>10</b>	<b>10</b>
1	15	10.00 hours/month	<b>10</b>	<b>10</b>
2	15	10.00 hours/month	<b>10</b>	<b>10</b>
3	15	10.00 hours/month	<b>10</b>	<b>10</b>
4	15	10.00 hours/month	<b>10</b>	<b>10</b>
5	15	10.00 hours/month	<b>10</b>	<b>10</b>
6	15	10.00 hours/month	15	15
7	15	10.00 hours/month	15	15
8	15	10.00 hours/month	15	15
9	15	10.00 hours/month	15	15
10	16	10.67 hours/month	<b>15</b>	16
11	17	11.33 hours/month	<b>15</b>	17
12	18	12.00 hours/month	<b>15</b>	18
13	19	12.67 hours/month	<b>15</b>	19
14	20	13.33 hours/month	<b>15</b>	20
15	20	13.33 hours/month	<b>15</b>	20
16	20	13.33 hours/month	20	20
17	20	13.33 hours/month	20	20
18	20	13.33 hours/month	20	20
19	20	13.33 hours/month	20	20
20	20	13.33 hours/month	20	20
21	20	13.33 hours/month	20	20
22	20	13.33 hours/month	20	20
23	20	13.33 hours/month	20	20
24	20	13.33 hours/month	20	20
25	20		<b>25</b>	<b>25</b>

The shaded area reflects a similarity to Judicial  
The Bold numbers reflect the difference.