

CONNECTICUT ASSOCIATION OF PROBATE CLERKS

January 18, 2010

Judge Paul J. Knierim
Chair, Budget Committee
Office of the Probate Court Administrator
186 Newington Road
West Hartford, CT 06110

Dear Judge Knierim:

The Budget Committee has been charged with establishing “an employee compensation and benefits plan.” The Committee has used the Judicial Benefits Package as a reference in establishing a plan for the clerks. The Association has been unable to obtain the Judicial Benefits Package as it is not available to the public; it is on the intranet not the internet. I did receive parts of the materials that were requested from Probate Administration, but have not yet received the Benefits Package that was requested directly from the Human Resource Department of Judicial.

In light of the fact that the Association has not had the privilege of seeing the Judicial Benefits Package, I respectfully ask, are vacation, sick, personal days and holidays the only benefits offered to Judicial employees? I was able to obtain a list of benefits that the Department of Administrative Services (DAS) has posted on http://www.das.state.ct.us/hr/HR_Emp_Benefits.asp and am including them for your review. If the staff at Probate Administration is receiving a similar package to DAS, the Association respectfully requests that the Budget Committee recommend that the clerks, assistant clerks and court staff have the same benefits made available to us.

Probate Administration’s function is to support the various needs of the Probate Court System. Should the employees of a service-based department receive more benefits than the employees of the court system they serve?

Last year alone the salary increase to Probate Administration employees was 3%, while the clerks received no increase. In as much as Probate Administration staff was required to take furlough days, which made the effective increase less than 3%, it was still more than the 1% suggested in the updated Salary Study that was released on Friday. Perhaps the Budget Committee would benefit from looking at the salary and benefit packages of the last five years with regards to Probate Administration staff.

Respectfully submitted,

Mary M. MacGregor
President

c: Judge Marino
Judge Yamin

Judge Knierim
January 18, 2010
Page Two

The following information came from the State of Connecticut, Department of Administrative Benefits, http://www.das.state.ct.us/hr/HR_Emp_Benefits.asp.

“As a State of Connecticut employee you are entitled to a host of benefits that are not only attractive, but also portable should your career bring you to other avenues of state service. From 12 paid holidays to accruing vacation time, being a state of Connecticut employee not only gives you the opportunity to make a difference in someone’s life, but the time to enjoy your own. Listed below are just some of the benefits the state of Connecticut offers.

- Accrued Vacation and Sick Time
- Personal Leave
- Health & Dental Insurance
- Tuition Reimbursement and encouragement in Career Mobility within the State of Connecticut
- Disability Insurance
- Domestic Partner Benefits
- Life Insurance
- Retirement Plan
- Long Term Care
- Deferred Compensation
- FMLA
- Paid Jury Duty
- Funeral Leave

For more information on state benefits, please visit the State Comptroller’s website at: <http://www.osc.state.ct.us/empret/>”