



Department of Employee Relations

**Tom Barrett**  
Mayor

**Maria Monteagudo**  
Director

**David Heard**  
Fire and Police Commission  
Executive Director

**Michael Brady**  
Employee Benefits Director

**David Kwiatkowski**  
Labor Negotiator

November 16, 2004

Mr. James Owczarski  
Council Records Manager  
Office of the City Clerk  
Room 205, City Hall

Dear Mr. Owczarski:

We wish to open a file regarding salary and benefit changes for nonmanagement/nonrepresented City employees for the years 2003-2006. It is anticipated that the proposed changes will generally parallel those affecting City employees represented by District Council 48, AFSCME, AFL-CIO.

Sincerely,

  
MARIA MONTEAGUDO  
Employee Relations Director

MM:pb