



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 Part II, Section 12, g. of the 2005 Salary Ordinance
(Management Pay Plan demotions)

Sincerely,


MARIA MONTEAGUDO
Employee Relations Director

MM:pb