



August 1, 2014

To: CCM-member Mayors, First Selectmen, Town/City Managers, Board of Finance Chairs, Local Legislators, Board of Education Chairs, School Superintendents

From: Matthew Galligan, CCM President and Town Manager of South Windsor

RE: **Progress and change for CCM moving forward -- Municipal Labor Relations Service now a core service for all members; Search for new Executive Director underway; Municipal governance of CCM being stepped up**

As a follow-up to an intensive all-day June retreat of the CCM Board of Directors, the Board met again in a special meeting on July 30 and took action on three critical issues that will guide CCM's short-term and long-term future actions to increase the value equation for CCM with its members.

On July 30, the Board took action to:

- ***Establish an Executive Search Committee*** to coordinate the search for a new Executive Director to direct CCM future initiatives. CCM is seeking to bring a new Executive Director on board as soon as possible during FY 2014-15.
- ***Create a Governance Committee*** to review the organization's bylaws to determine how CCM should be governed, in addition to reviewing Board structure and CCM's various committees and subcommittees. The Board views these efforts as essential to moving CCM forward while increasing member value and activity.
- ***Incorporate the Municipal Labor Relations (MLR) program into CCM's core services***, making it available immediately to all CCM-member officials at no cost. The service is being directed by Ron Thomas, Director of Public Policy and Advocacy and George Rafael, Government Relations Manager.

These are exciting initiatives that serve as the first big steps in moving forward with the Board's vision of a new CCM. There will be greater board and member ownership of the organization designed to help our member towns govern more successfully and efficiently.

Offering the MLR program to our entire membership is the first significant change designed to enhance the value equation for CCM with its members. It will now be a critically important deliverable to all member communities within their current member dues.

The MLR Data Service now will provide all members with core data on key municipal labor issues (e.g., key contract provisions on wages, fringe benefits, pension and other retirement issues, arbitration decisions, legal and legislative updates, etc.) as well as answer any and all labor-related information inquiries. Members will also receive monthly updates on municipal labor relations in the form of CCM's *Data Reporter*.



Included in the MLR program is the Municipal Employee Relations Act (MERA) manual, an annual publication that provides details and updates on the Municipal Employee Relations Act (MERA), offered in both print and electronic forms.

The Municipal Salary Survey, an annual publication that provides salary information for dozens of municipal positions, is included as a core service, offered in print, electronic and web access forms.

A breakout session on the new and improved MLR program will be offered at CCM's Annual Convention on October 21.