

Romney reward\$ top managers but nixes worker retro

By **Dave Wedge Boston Herald**

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After pushing for health care cuts for municipal workers and denying thousands of state employees retroactive pay, Gov. Mitt Romney has paved the way for juicy raises for the state's top-paid managers - with retro pay, the Herald has learned.

"We have workers across the state who haven't gotten raises in three years and can't even afford groceries," fumed Susana Segat, president of the Service Employees International Union, Local 888, which represents University of Massachusetts workers. "They were denied retro pay they were owed and now the governor wants to change the rules for a certain few. Is he joking?"

The new merit-based pay raise system put in place by Romney last week could net the state's top-paid managers nearly \$8,000 more per year and gives nearly all the state's 3,000 managers bigger raises than in past years.

Under the plan, a manager making \$65,806 who receives an "exceptional" rating would get a 6.5 percent raise, hiking their pay to nearly \$71,000. A manager making \$92,665 with the highest rating would see their annual pay leap to just under six figures.

The plan assures that 65 to 70 percent of state managers will fetch between 3 and 3.75 percent raises each year, while some could see their pay soar 7.5 percent.

The plan also gives managers retro pay to July 1. Last month, Romney blocked \$32 million that would have funded retro pay for UMass workers who went without a contract for nearly three years.

"This is the most anti-worker administration that this state has seen," said Massachusetts Democratic Party spokeswoman Jane Lane.

Romney spokeswoman Shawn Feddeman said the package changes the system so productive managers are rewarded.

The plan doesn't require additional state money because the raises are expected to come out of each manager's budget. Asked if that could mean layoffs or service cuts to fund the pay hikes, Feddeman said: "We don't anticipate that happening. The managers are expected to manage within their budgets."