


STATE OF CONNECTICUT

OFFICE OF POLICY AND MANAGEMENT

MUNICIPAL ACCOUNTABILITY REVIEW BOARD

MEMORANDUM

TO: Natasha Banks, Executive Director of Human Resources, Hartford Public Schools
Kevin Long, President, Hartford Federation of School of School Special Police Officers,
Local 1018D, AFT, AFL-CIO

FROM: Robert S. Dakers, OPM 

SUBJECT: MARB Rejection of Tentative Collective Bargaining Agreement

DATE: April 19, 2018

According to Section 367(b)(6) of Special Act 17-2, June Special Session, the Municipal Accountability Review Board (MARB) shall have the same opportunity and authority to approve or reject, on not more than two occasions, proposed collective bargaining agreements as is provided to legislative body of the municipality. At its meeting on April 5, 2018, the MARB, by a majority vote, rejected the proposed tentative agreement between the Hartford Board of Education and the Hartford Federation of School of School Special Police Officers, Local 1018D, AFT, AFL-CIO.

The MARB recognizes the efforts of the parties to address the severe financial and budgetary problems confronting the City and its public school system through a freeze on wages and steps movements again for the next two years; however, a majority of the MARB members believed, given the magnitude of Hartford's issues, that a lack of changes in the area of employee benefits warranted rejection of the tentative agreement. Cited were the changes made by other City unions, including Hartford Local 1716, in health insurance and other areas. Some concern was also raised with respect to pensions. The chart referenced at the April 5, 2018 meeting that outlines some key provisions of labor contracts that have, to date, come before the MARB is attached. There were questions asked at the meeting regarding how pension changes get negotiated and made in Hartford and we will be working with you in this regard.

Please contact me if you have any questions in this regard for me or the MARB. The MARB looks forward to working with the parties as this process proceeds.

Attachment

Cc: Members of the MARB
Larry Wilson, Deputy State Treasurer
Dr. Leslie Torres-Rodriguez, Superintendent of Schools
The Honorable Luke Bronin, Mayor
Michael Sullivan, OPM
Alison Fisher, OPM
Riju Das, State Treasurer's Office

Selected major provisions of agreements presented to MARB to date April 5, 2018 OPM

	West Haven Water Pollution Control Local 1303-345	Hartford Local 1716	Hartford BOE School Safety Officers, Local 1018D	West Haven Dispatchers, Local 5127
Term	July 1, 2017 to June 30, 2020	July 1, 2015 to June 30, 2021	July 1, 2017 to June 30, 2019	July 1, 2017 to June 30, 2020
Wages	7/1/17: 0% 7/1/18 & 7/1/19: 2% Step movement	7/1/15; 7/1/16; 7/1/17: 0% 7/1/18; 7/1/19: 2% 7/1/20: 0% Step movement	7/1/17 & 7/1/18: 0% ; No steps Note: 7/1/16: 0% ; No steps	7/1/17: 0% 7/1/18; 7/19: 2% Step movement
Active Health Insurance	July 1, 2018: HDHP/HSA (\$2,000/\$4000; 50% HSA); Buy up option to PPO <u>Employee Premium Share:</u> Remain at 12%	July 1, 2018: HDHP/HSA (\$2,000/\$4000; 50% HSA); Buy up to PPO until 6/30/21 <u>Employee Premium Share:</u> 7/1/17: Remain at 12% 7/1/18; 7/1/19; 7/1/20: 13%, 14%, 15%	PPO; 12% employee premium share effective July 1, 2014	July 1, 2018: HDHP/HSA (\$2,000/\$4000; 50% HSA); Buy up option to PPO <u>Employee Premium Share:</u> 7/1/17: 14% (prior 12%)
Retiree Health	Retirement 5/65 or 20/50 CURRENT If hired prior to 1/1/12 Pre-65: same premium share as actives for same plan as actives, as it changes from time to time. Post-65: same premium percentage as actives for supplement for retiree and spouse, not to exceed \$1,000/year retiree or \$2,000/year for retiree and spouse If hired 1/1/12 or after: 25% premium share for retiree and 50% for spouse both pre and post 65 Employees hired after July 1, 2017 not eligible for retiree health at retirement	Current: Retiree may purchase health insurance, at own cost; For those retiring w/ 25 years of service/ age 55, City contributes \$600 towards premium until age 62, with City paying full premium between age 62 and 65 New Agreement: Same, except same plan available to actives but no employer contribution to HSA; however, not able to purchase or remain on City health plan after age 65; New employees-not eligible for retiree health	No retiree health	<u>Retirement: 20 yrs of service</u> Pre-65: Retiree/dependents same health insurance as at time of retirement; until age 60 pay same premium share as actives; 60 to 65 same percentage as when retired; Employees hired after 2/1/18 not eligible. 65 and Beyond: Receive reimbursement for Medicare Part "B; Receive Plan F (Supplement) for retiree/spouse—same premium share as actives and 50% for spouse; Employees hired after 2/1/18 not eligible.
Pension	401K Plan: Employer contribution 5% of salary; employee 2% to max of \$25%, employer matches up to 8%	State MERF	City MERF Pension Plan: 25 yrs/age 55, or 10/60, pension 2% of final average pay X's years of service; Max of 70%; final pay is highest 5 of last 10 years gross earnings (incl OT); 4% active contributions to SSI taxed income, 7% above	401K Plan: Employer contrib 5% of salary; employee 2% to max of \$25%, employer matches up to 8%
Sick Leave Accumulation/Payout at retirement	Current: 90 (LTD plan after 90 days); Payout is 100% of days up to max of 90/100; Employees hired after 7/1/18 not eligible	Current: 150/50% or 50 days, whichever is greater New Agreement: 120/50% or 40 days, whichever is less	175/50% 100% of days up to 70 or 50% of total, whichever is higher	Current: 110/120 (depends on hire date) (LTD after 90 days); Payout 100% to max of 90/100; Employees hired after 2/1/18 not eligible