

STATE OF CONNECTICUT  
MUNICIPAL ACCOUNTABILITY REVIEW BOARD (MARB)

**REGULAR MEETING MINUTES**  
Hartford Subcommittee of the MARB

**Meeting Date and Time:** Thursday, September 21, 2023 - 10:00 AM – 12:00 PM

**Meeting Location:** This was a virtual meeting. Meeting materials may be accessed at the following website:  
<https://portal.ct.gov/OPM/Marb/Hartford-Committee-Meetings-and-Materials>

**Call-In Instructions:** Meeting participants may use the following telephone number and access code

Telephone Number: (860) 840-2075

Meeting ID: 507 496 998#

**Members in Attendance:** Kimberly Kennison (OPM Secretary designee designee), Mark Waxenberg, Lisa Hammersley, Stephen Falcigno

**City Officials in Attendance:** Paul Foster, Julian Freund, Debra Carabillo, Maureen Colman, Melinda Kaufmann

**OPM Staff in Attendance:** Simon Jiang, John Mehr, Bill Plummer, Lori McLoughlin

**Milliman Staff in Attendance:** Kathie Ely

I. Call to Order & Opening Remarks

The meeting was called to order at 10:04 AM with a quorum. There were no opening remarks.

II. Approval of Minutes:

a. April 27, 2023, Regular Meeting

Mr. Waxenberg made a motion to approve the April 27, 2023, meeting minutes with a second by Mr. Falcigno. The motion passed unanimously.

III. Review and Discussion: Milliman’s Report on Hartford Schools Health Insurance Plans

Ms. Kennison provided background of the Office of Policy and Management (OPM) engagement with Milliman to provide an independent review of the Hartford Public Schools (HPS) Self-Funded Health Insurance Plans administered by Anthem to the State of Connecticut Partnership Plan 2.0. Ms. Kathie Ely from Milliman provided the Subcommittee with an overview of the report that compared the HPS employee health benefit costs to that of the State Partnership Plan. The Milliman report showed that the current HPS health insurance plans are less costly than the State’s Partnership Plan.

Mr. Waxenberg commented that the report was extremely thorough and there is no need for the HPS to move to a different health plan. Ms. Hammersley suggested doing an analysis of a year of costs after the pandemic period as people start getting back to their routine of seeing the doctors.

There will be a brief presentation of the Milliman Report at the October Full MARB meeting.

#### IV. Review, Discussion and Possible Action: Labor Contracts

##### i. Tentative Agreement – Board of Education and Hartford Schools Support Supervisors Association

This union represents 38 employees, consisting of various non-certified Supervisory employees. This contract expired on June 30, 2023. Both parties reached a tentative agreement on August 10, 2023, with the union ratifying the tentative agreement on August 24, 2023. The Board of Education approved the contract at its September 19, 2023 meeting. The new contract will be effective retroactively from July 1, 2023 to June 30, 2027, with a general wage increase of about 2% per year starting July 1, 2023.

Ms. Kaufmann, the chief negotiator, provided the Hartford Subcommittee an overview of the labor contract. This is the last out of date contract, all groups are now in the high deductible health plan HSA, none are in the PPO plan. For this group, current and new hires are not in a pension plan but in a 403b plan.

Mr. Foster, Deputy Superintendent, provided a quick overview of the finances stating that the net cost to the district will be \$166,086 over the four-year period.

Mr. Waxenberg made a motion to recommend to the full MARB approval of the Board of Education and Hartford Schools Support Supervisors Association agreement, with a second by Ms. Hammersley. The motion passed unanimously.

##### ii. Tentative Agreement – City and Hartford Municipal Employees Association

This agreement will cover 187 union positions funded through the General Fund and another 50 positions that are funded by grants. A Tentative Agreement between the City and the Union agreeing to a Collective Bargaining Agreement was signed on September 6, 2023, by the Union and by the City on September 8, 2023. This new contract will cover the period from July 1, 2023 to June 30, 2027. The Union has ratified this agreement, and the agreement is on the City Council September 25<sup>th</sup> meeting agenda.

Mr. Freund provided the Hartford Subcommittee an overview of the labor contract. The general wage increases are 4% in the first year followed by 2% in each of the following three years. Of the 187 positions, 150 positions are filled and 37 are vacant.

Mr. Waxenberg commented on the 4% increase in the first year because the previous year when the contract ended there was no salary increase. Ms. Carabillo mentioned that when looking at the salaries, Hartford was behind its peers. Therefore, front loading the salary increase would be more competitive and potentially attract and retain more employees.

Mr. Waxenberg made a motion to recommend to the full MARB approval of the City and Hartford Municipal Employees Association agreement, with a second by Ms. Hammersley. The motion passed unanimously.

V. Update: Budget Mitigation Measures

Mr. Freund provided the Subcommittee with an update on budget migration measures. These measures are broken into short-term and long-term measures. For the short-term, to boost property tax revenue, performing personal property audits in the Spring, engaging a collection agency and updating the rates charged for police private duty and for fire services. For the long-term, the City is looking into energy efficiency projects.

VI. Other Related Business

Ms. Kennison indicated that at the next MARB meeting on October 5<sup>th</sup>, the two labor contracts approved by the Subcommittee will be on the agenda for full MARB approval. The next Hartford Subcommittee meeting is on November 16, 2023.

VII. Adjourn

Mr. Waxenberg made a motion to adjourn, seconded by Ms. Hammersley. The motion passed unanimously. The meeting adjourned at 11:18 AM.