

**APPROVED**

STATE OF CONNECTICUT  
MUNICIPAL ACCOUNTABILITY REVIEW BOARD (MARB)

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

**Meeting Date and Time:** Thursday, December 10, 2020 10:00 AM – 10:30 AM

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

**Call-In Instructions:**

Telephone Number: (860) 840-2075

Meeting ID: 353 738 685

**Subcommittee Members in Attendance:** Kimberly Kennison (OPM Secretary designee), Christine Shaw (State Treasurer designee), Matthew Brokman, Stephen Falcigno, Robert White, Mark Waxenberg

**Other MARB Members in Attendance:** Sal Luciano

**City Officials in Attendance:** Mayor Bronin, Jolita Lazauskas, Mike Lupkus, Leigh Ann Ralls

**OPM Staff in Attendance:** Julian Freund

I. Call to Order & Opening Remarks

The meeting was called to order at 10:04 AM.

II. Review, Discussion and Possible Action: Labor Contract

a. Hartford Firefighters Association, Local 760

The proposed contract is a successor contract to one that expired June 30, 2020. The term of the proposed contract runs through December 2024. The City has provided the contract, a fiscal analysis and comparables to other municipalities.

Mayor Bronin noted that the Firefighters were the first union to agree to several concessions in the prior contract. The prior contract provided no wage increases for four years, shifted members to a high deductible health insurance plan, and increased employees' pension contributions and health insurance premium cost share. The proposed contract is a four and a half year contract. It includes a 1.5% wage increase that takes effect January 2021 and a 1.5% wage increase that takes effect in July 2021. The remainder of the contract provides no wage increases. Employees' health insurance premium cost share increases by a percentage point in FY 2022 and again in FY 2023. Changes the City sought regarding transitional duty and return to work provisions are included in the proposed contract.

Mr. White asked about the change in the step increases and education of members regarding use of the health savings account. Mayor Bronin noted that the HSA has been in place for several years and most members are familiar with the plan, and that the City is willing to continue education at the union's request. He also explained that the prior contract reduced the pay scale for new hires after January 2017. At the time, the City anticipated considerable hiring activity. The provision in the proposed contract, raises the high end of the pay scale somewhat.

Mr. Luciano said that HSA plans do not save money in the long term because members defer treatment to avoid paying the deductible. He added that the salary increases are needed in order to attract Firefighter applicants and that he supports the contract.

Ms. Kennison recalled that the City's 5-Year Plan did not include salary increases resulting from collective bargaining and asked if this contract would represent an additional expense. Mayor Bronin confirmed that is the case.

Mr. Waxenberg asked if the City monitors the cost of the HSA plan as compared to the State Partnership Plan. The Mayor indicated the City does track that data.

Mr. Waxenber made a motion to recommend the full Board approve the Firefighters contract, with a second from Mr. Falcigno. The motion was approved 6-0-0.

### III. Adjourn

Mr. Falcigno made a motion, with a second by Mr. White, to adjourn. The meeting adjourned at 10:25 AM.