

APPROVED

STATE OF CONNECTICUT
MUNICIPAL ACCOUNTABILITY REVIEW BOARD (MARB)

REGULAR MEETING MINUTES
Hartford Subcommittee of the MARB

Meeting Date and Time: Thursday, May 27, 2021 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/West-Haven-Committee-Meetings-and-Materials>

Call-In Instructions:

Telephone Number: (860) 840-2075

Meeting ID: 609 086 42

Members in Attendance: Kimberly Kennison (OPM Secretary designee), Stephen Falcigno, Mark Waxenberg, Robert White

City Officials in Attendance: Mayor Bronin, Jennifer Hockenhill, Police Chief Thody

OPM Staff in Attendance: Julian Freund

I. Call to Order & Opening Remarks

The meeting was called to order at 10:04 AM

II. Approval of Minutes:

a. April 22, 2021 regular meeting

A motion was made by Mr. White with a second by Mr. Waxenberg to approve the minutes. The motion passed unanimously.

III. Review, Discussion and Possible Action: Labor Contract

a. Hartford Police Union

The current Police Union contract has a term that expires June 30, 2022. The Police contract covers approximately 435 members. The City has experienced a high rate of attrition for several years and recruitment challenges, resulting in high rate of vacancies. A Tentative Agreement with the union has been negotiated that would elevate the salary schedules for Police Officers to be more competitive with other Police Departments in the region. The City has calculated the cost of increasing the salary schedule of Police Officers at approximately \$2.56 million in FY 2022, which is the final year of the current contract. The City has provided a comparison of the current and proposed salary schedules to other departments in the region and other large departments in the state. Attrition data and the number of resignations over last 5 years was also provided.

Ms. Hockenull reviewed the financial impact of the contract and the current status of approval by a City Council committee and the union members. Subcommittee members discussed the City's experience with vacancies in the Police Department and recruitment challenges. Police Chief Thody explained the competitive environment for recruiting and retaining officers. Officers that have been hired by the Hartford Police Department, completed the department's academy and field training, and gained experience in the department have often been recruited away by other departments in the region.

A motion was made by Mr. White to recommend approval of the Tentative Agreement by the full MARB, with a second by Mr. Waxenberg. The motion passed unanimously.

IV. Review, Discussion and Possible Action: Updated 5-Year Plan

The Subcommittee first reviewed a draft 5-Year Plan at its April 22 meeting in conjunction with the FY 2022 Budget review. The Subcommittee requested the City provide a mitigation plan for closing projected budget gaps in the out years of the Plan. The City has provided some detail on the steps it would take to eliminate the projected budget gaps. The Subcommittee had also requested a breakdown of the projected revaluation impact by property type, which was provided by the City and included in the meeting materials.

Mayor Bronin explained that many of the mitigation measures on the City's list are measures the City would prefer not to have to take. One of the City's hopes is that the tiered PILOT bill is fully funded in the State budget. He added that the corporate contributions of \$10 million which end after FY 2023, will not likely be extended. Mr. White asked which areas of capital improvement that would be deferred if mitigation efforts were needed. Mayor Bronin replied that it's uncertain exactly what would be taken off the table, but that rather than eliminating categories of spending, scaling back or extending the timelines of certain projects. Mayor Bronin noted that the City's flood control system is, for the most part, not included in the CIP because the scale of what is needed to upgrade levees and pump stations is beyond what the City could undertake without Federal assistance.

A motion was made by Mr. White with a second by Mr. Falcigno, to recommend to the full MARB approval of the 5-Year Plan. All voted in favor.

V. Other Related Business

None.

VI. Adjourn

A motion to adjourn was made by Mr. Falcigno, with a second by Mr. Waxenberg. The meeting adjourned at 11:13 AM.