

STATE OF CONNECTICUT
MUNICIPAL ACCOUNTABILITY REVIEW BOARD (MARB)

REGULAR MEETING NOTICE AND AGENDA
Hartford Subcommittee of the MARB

Meeting Date and Time: Thursday, April 28, 2022, 10:00 AM – 12:00 PM

Meeting Location: This will be 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: 533 440 274

Agenda

- I. Call to Order & Opening Remarks
- II. Approval of Minutes:
 - a. March 24, 2022 regular meeting
- III. Review, Discussion and Possible Action: Labor Contracts:
 - a. Hartford Federation of Paraeducators
 - b. Local 1716, Council 4, AFSCME AFL-CIO
- IV. Review, Discussion and Possible Action: Mayor's Recommended FY 2023 Budget
- V. Review, Discussion and Possible Action: 5-Year Plan FY 2023 – FY 2027
- VI. Update: Budget Mitigation Measures
- VII. Other Related Business
- VIII. Adjourn

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STATE OF CONNECTICUT
MUNICIPAL ACCOUNTABILITY REVIEW BOARD (MARB)

REGULAR MEETING MINUTES
Hartford Subcommittee of the MARB

Meeting Date and Time: Thursday, March 24, 2022 10:00 AM – 12:00 PM

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Meeting ID: 707 192 406#

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

City Officials in Attendance: Leslie Torres-Rodriguez, Phillip Penn, Jennifer Hockenhill, John Phillip, Leigh Ann Ralls

OPM Staff in Attendance: Julian Freund, Alexis Aronne

I. Call to Order & Opening Remarks

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

II. Approval of Minutes:

- February 24, 2022 regular meeting

Mr. Waxenberg made a motion to approve the minutes with a second by Ms. Shaw. The motion passed unanimously.

III. Review and Discussion: board of Education FY23 Budget

Phillip Penn, Chief Financial Officer, and Dr. Torres-Rodriguez, Superintendent, Hartford Public Schools, presented the Hartford Board of Education FY 2023 budget. The FY 2023 budget represents the first full implementation of equity-based budgeting following a multi-year phase-in. Superintendent Torres-Rodriguez explained the process for allocating funds to schools and how funds are directed to the greatest need. To address structural deficits, the district has mitigated approximately \$117 million in costs over five fiscal years including eliminating positions and consolidating schools. The district made efforts to accelerate the budget process this year in order to expedite the hiring process for teachers. The BOE has adopted new

budgeting software, Allovue, to foster transparency. The software features dashboards and interfaces with the financial system, Munis. Enrollment trends are on the decline. Some internal analyses indicate the potential for a further decline of 2,000 students potentially. The budget for next year is \$422.7 million. A flat contribution from the City General Fund budget is assumed. The status of ESSER related funding was presented, showing that approximately \$25 million of the total awarded amount of \$155 million has been expended or encumbered. Multi-year projections show district costs increasing by about \$35 million over the next four fiscal years. The district is exploring alternative funding sources to support future budget needs and has hired a grant-writer as part of that effort. The Board of Education voted in favor of the proposed budget on February 15.

Superintendent Torres-Rodriguez explained that 10% of the district budget goes toward tuition costs for students attending non-Hartford schools through the open choice system. A comprehensive choice plan included in the recent Sheff agreement is expected to increase tuition costs by \$10 million per year. The district's ability to mitigate costs is dependent on attracting non-Hartford students into Hartford magnet schools. The district may be in a position of needing to right-size costs in a way similar to the process the district went through in 2018. Members discussed the potential impact of the recent Sheff agreement. The district has modeled four scenarios for the impact of the agreement. Three of those result in deficits for the district. The scenario that does not yield a deficit relies on the district attracting enough out-of-district students to its magnet schools to offset the number of Hartford students leaving the district. Members commended Superintendent Torres-Rodriguez and Mr. Penn on the content and quality of their presentation.

IV. Discussion: Special Education Data and Information Response

Superintendent Torres-Rodriguez and Mr. Penn revisited some of the information provided at prior meetings. Members discussed district data and cost information that was provided in the presentation materials. Four themes to consider for legislative or policy change were identified that would potentially provide relief to the District: 1) Providing home districts with more representation on Planning and Placement Teams (PPTs) for students in the open choice environment; 2) Requiring cost analyses of Individualized Education Programs (IEPs) and estimates of the cost of serving students; 3) Amending the excess cost sharing formula for open choice students; and 4) Providing home districts with the right of first refusal to serve outplaced open choice students in instances where the home district has the appropriate programming in place. The Subcommittee agreed to continue the discussion around these themes.

V. Update: Budget Mitigation Measures

Ms. Hockenull updated the subcommittee on the city's budget mitigation efforts. The tax deed sale is going to be moved to June or July. The City has made strides on revenue collection efforts including collections that are over 120 days past due. The nurse call line that was established for Public Works will be extended to the Police and Fire departments.

VI. Update: 2021 Revaluation

John Phillip, city assessor, updated the subcommittee on the October 2021 revaluation. The revaluation resulted in a shift to residential real estate. The overall grand list increased by 15.5%, with residential values increasing by 41.5%.

VII. Other business

Ms. Kennison asked the city for an update on their Federal Single Audit. Ms. Ralls indicated the deadline has been extended to September, but the auditor anticipates completing it well before then.

VIII. Adjourn

Mr. Waxenberg made a motion to adjourn with a second by Ms. Shaw. The meeting adjourned at 11:49am.

Summary of Hartford-Paraeducators Tentative Agreement

This unit consists of approximately 420 paraeducators. The current contract expired on June 30, 2018. The parties reached a tentative agreement on March 16, 2022. The Union ratified the tentative agreement on March 16, 2022. The new contract will be effective retroactively from July 1, 2018 – June 30, 2024.

Background

The prior contract was from July 1, 2015 through June 30, 2018. There was no step movement during the life of that contract.

Salary

2018-2019 0% GWI, no step movement
 2019-2020 0% GWI, no step movement
 2020-2021 0% GWI, no step movement
 2021-2022 Retroactive to July 1, 2021: 2% GWI, all members not on top step move one step.
 2022-2023 July 1, 2022: 2% GWI, all members not on top step move one step.
 2023-2024 July 1, 2023: 3% GWI, no step movement

		Fiscal Impact of Wage Increases			
General Topic	Change	FY 21-22	FY 22-23	FY 23-24	Total
Wages	General Wage Increases %	2.00%	2.00%	3.00%	
	Cost of General Wage Increase in \$ (compounded)	\$ 231,965	\$ 244,252	\$ 387,548	\$ 863,765
	Cost of Step (Range) Changes in \$	\$ 382,345	\$ 458,953	\$ -	\$ 841,298
		\$ 614,310	\$ 703,205	\$ 387,548	\$ 1,705,063

Other Cost Increases

Increased the tuition reimbursement rate for college courses from \$300 per credit to \$675 per credit.

Stipend increases for covering other duties:

- Increased the stipend for substitute teaching from \$60 to \$80
- Increased the stipend for covering a specials class such as art or physical education from \$10 per class to \$15 per class
- Increased the stipend for substituting for a nurse from \$60 to \$80

Projected cost of the stipend and tuition reimbursement increases:

General Topic	Change	FY 21-22	FY 22-23	FY 23-24	Total
Stipends	Stipend increases in Article XIX	\$	\$ 48,000	\$ 48,000	\$ 96,000
Tuition Reimbursement	Increase reimbursement from \$300/credit to \$675/credit, max of 6	\$ 20,250	\$ 20,250	\$ 20,250	\$ 60,750
Total Cost		\$ 20,250	\$ 68,250	\$ 68,250	\$156,750

Insurance

For the 2021-2022 school year there are no changes to the health insurance and cost share premiums. For the 2022-2023 school year:

- **It will become mandatory for all bargaining unit members to be on the High Deductible Health Plan(HDHP) with a Health Savings Account (HSA) as of July 1, 2022**
 - Premium Cost Share will be based on the Anthem allocation rate plus not more than 4%.
 - 2018-2022 10.0%
 - July 1, 2022 10.5%
 - July 1, 2023 11.0%
 - In-Network services shall be subject to a \$2,000 deductible for an individual plan and \$4,000 per family. The plan pays 100% in network services after the deductible, except for prescription drugs (Rx).
 - Out-of-Network services shall be subject to a 20% coinsurance for an individual plan up to a yearly maximum of \$2,000 individual and \$4,000 per family. Out of network out of pocket maximum is \$4,000 per individual and \$8,000 per family (including the deductible)

- Upon reaching the deductibles, there shall be a Rx co-payment applied as follows:
 - Generic: \$5
 - Brand (formulary): \$15
 - Brand (non-formulary): \$30
 - Up to an out of pocket maximum of \$1,000 per individual and \$2,000 per family.

For the 2022-2023 school year, the Board shall contribute seventy-five percent (75%) of the applicable HSA deductible amount for those members who are transitioning to the HDHP from the PPO. For these transitioning members for the 2022-2023 school year, two-thirds the Board's contribution toward the HSA deductible will be deposited into the HSA account during the first week of July 1, 2022, one-third of the Board's contribution toward the HSA deductible will be deposited into the HSA during the first week of January 2023. For those members currently in the HDHP, the Board will contribute fifty percent (50%) of the applicable HDHP deductible with the first half the first during the week of July 1, 2022 and the second during the week of January 1, 2023. In subsequent years, the payment for all members will be 50% and will be made in two equal installments, the first during the week of July 1 and the second during the week of January 1. The Board's contribution will be pro-rated for members hired after July 1st in any year.

- **Starting July 1, 2023, members who decline the District's health insurance and show proof of enrollment in another group health insurance will be eligible for a stipend of \$1,000 per school year, paid at the end of the school year. This will be prorated for any unit member who enrolls in the health insurance mid-school year due to a HIPAA compliant reason.**
- **Members hired after June 30, 2022 will not be eligible for retiree insurance coverage. They remain eligible for COBRA coverage.**

Projected overall cost impact of the health insurance changes:

	Change	FY 21-22	FY 22-23	FY 23-24	Total
Healthcare	\$1,000 stipend for waiving coverage	\$ -	\$ 100,000	\$ 100,000	\$ 200,000
	Shift to allocation rates/additional contribution to premium cost share	\$ -	\$ 4,000	\$ (29,000)	\$ (25,000)
Health Premium Cost Share	HPHP Employee Cost Share	10.0%	10.5%	11.0%	
Healthcare	Full conversion to HDHP	\$ -	\$ (774,000)	\$ (959,000)	\$ (1,733,000)
	Totals		\$ (670,000)	\$ (888,000)	\$ (1,558,000)

Total increased cost of the contract based on current employees through 2023-2024 is estimated to be \$303,813.

Other Changes

- Updated the federation rights language to address the *Janus* decision and state legislation.
- Updated the personal leaves of absence language to reflect state and federal anti-discrimination laws.
- Global replacement of “Chief Labor and Legal Officer” with “Senior Executive Director of Human Resources” throughout the Agreement.
- Updated the personal leave of absence language to reflect how absences are actually requested via the automated absences management system rather than a paper system.
- Fixed some typographical errors in the contract and moved language from side letters to the proper section of the contract.

NEGOTIATIONS BETWEEN

THE HARTFORD FEDERATION OF PARAEDUCATORS LOCAL 221, AFT, AFL-CIO
("UNION")

AND

THE HARTFORD BOARD OF EDUCATION ("BOARD")

In full and final settlement of a successor agreement to their collective bargaining agreement that expired June 30, 2018 the negotiating teams for the Hartford Board of Education (the "Board") and the Hartford Federation of Paraeducators (the "Union") have tentatively agreed to the following changes to their collective bargaining agreement subject to ratification by the Board and the Union and approval by the Municipal Accountability Review Board:

- **Duration through June 30, 2024**

- **Amend Article IV Salaries to add:**

B. Bargaining unit members shall advance one increment, when increment is granted by this Agreement, upon said salary schedule for satisfactory service.

~~There shall be no step movement during the life of the contract. There shall be step movement for those members not on top step retroactively on July 1, 2021, and on July 1, 2022. There shall be no other step movement during the life of the contract.~~

F. Bargaining Unit Members in the I-Goal and Step Program shall receive an annual stipend of \$500 in addition to their regular pay. Such stipend shall be pro-rated for employees who start in the position after the beginning of the school year or leave the position before the end of the year.

- **Amend Article V: Fringe Benefits **Changes go into effect July 1, 2022****

1. **PPO**

~~Participating employees shall contribute the following percentages toward the annual premium or fully insured premium equivalent costs for individual or family coverage:~~

~~Effective October 19, 2016: 13%~~

~~All employees starting work in the Paraeducator bargaining unit on or after July 1, 2017, may only enroll in the HDHP with HSA and shall not have access to the PPO plan. If an employee is hired into the unit while already enrolled in the district PPO plan as an active employee within the district, he/she shall be permitted to remain in such plan. Any member who elects the High Deductible Health Plan with the HSA shall not thereafter return to the PPO.~~

~~Effective October 19, 2016, Board's Modified PPO for eligible members of HFP:~~

Office Visit Co Payment:	\$30
Specialist Visit Co Payment:	\$40
In patient Co Payment:	\$150
Out patient Co Payment:	\$100
Emergency Room Co Payment:	\$100
Urgent Care Co Payment:	\$25

~~Employees enrolled in the Board's PPO Plan are eligible for the Board's managed three-tier drug rider as follows:~~

- ~~\$5 generic~~
- ~~\$25 formulary brand~~
- ~~\$40 non-formulary brand~~
- ~~Mail Order 2X co-payments for a 90-day supply.~~

As of July 1, 2022, the only insurance that will be offered is the High Deductible Health Plan.

2 1. High Deductible Health Plan with a Health Savings Account ("HSA")

Members shall contribute the following percentages toward the annual premium or ***the Anthem allocation rate plus not more than four percent (4%)*** ~~fully insured premium equivalent costs~~ for individual or family coverage on the IIDIP with HSA:

<i>2018-2022:</i>	<i>10%</i>
<i>2022-2023:</i>	<i>10.5%</i>
<i>2023-2024:</i>	<i>11%</i>

In-Network services shall be subject to a \$2,000 deductible for an individual plan and \$4,000 per family. The plan pays 100% in network services after the deductible, except for prescription drugs (Rx).

Out-of-Network services shall be subject to a 20% coinsurance for an individual plan up to a yearly maximum of \$2,000 individual and \$4,000 per family. Out of network out of pocket maximum is \$4,000 per individual and \$8,000 per family (including the deductible)

Upon reaching the deductibles, there shall be a Rx co-payment applied as follows:

- Generic: \$5
- Brand (formulary): \$15
- Brand (non-formulary): \$30

Up to an out of pocket maximum of \$1,000 per individual and \$2,000 per family

HSA Plan:

For the 2022-2023 school year, the Board shall contribute seventy-five percent (75%) of the applicable HSA deductible amount for those members who were not enrolled in the HDHP for the 2021-2022 school year and are transitioning to the HDHP for the 2022-2023 school year

(“transitioning members”). For the 2022-2023 school year for transitioning members, two-thirds of the Board’s contribution toward the HDHP deductible will be deposited into the HSA account during the first week of July 2022, and one-third of the Board’s contribution toward the HDHP deductible will be deposited into the HDHP during the first week of January 2023. For the 2022-2023 school year, the Board shall contribute fifty percent (50%) of the applicable HSA deductible for all other members enrolled in the HDHP. The Board’s contribution toward the HDHP deductible for non-transitioning members will be deposited into the HSA accounts in two equal installments, the first during the week of July 1, 2017 2022 and the second during the week of January 1, 2023. Effective July 1, 2017 2023, the Board shall contribute fifty percent (50%) of the applicable HSA deductible amount for all members enrolled in the HDHP. The parties acknowledge that the Board’s ~~fifty percent (50%)~~ contribution toward the funding of the HSA HDHP plan is not an element of the underlying insurance plan, but rather relates to the manner in which the deductible shall be funded for active employees. The Board shall have no obligation to fund any portion of the HSA HDHP deductible for retirees or other individuals upon their separation from employment. The Board’s contribution toward the HSA HDHP deductible will be deposited into the HSA accounts in two equal installments, the first during the week of July 1, 2017 2023 and the second during the week of January 1, 2018 2024. The Board’s contribution will be pro-rated for members hired after July 1st in any year or for members who leave prior to June 30th.

Any member who is enrolled in Medicare may not participate in the HSA and must participate in a health retirement account (HRA).

3. Dental plan is subject to premium cost sharing specified for the PPO HDHP above.
 4. Anthem Blue Cross Blue Shield Full Service Dental fully paid for the employee and the employee's enrolled dependents will also be provided with riders A, B, C, D, and E (DCR up to age 25) at no cost.
 5. If the employee or the employee's dependents become ineligible for medical or dental coverage they can purchase the coverage at their own expense at the group rate plus the 2% administration fee in accordance with the Congressional Omnibus Budget Reconciliation Act (COBRA).
 6. A Long Term Disability policy will be made available to bargaining unit members at group rates.
- B. The Board further agrees to extend without cost, life insurance coverage (the amount thereof to be one and one-half times the individual's annual salary) to include such continuing paraeducators who are assigned on or before December 1 in any year for a paraeducator position. After retirement, the amount of said life insurance coverage might be converted in accordance with the policy.
1.
 - a. The Board reserves the right to study alternative insurance plans to the plans outlined in this section provided the following steps are followed:

- The plan suggested as an alternative must contain at least a substantially equal benefit level as the present plan at no additional cost to the employee.
 - The Federation will have the opportunity to study the plan for a period of thirty (30) working days.
 - If at the end of the aforementioned thirty (30) working days there is disagreement between the parties on whether or not the plan offers substantially equal benefits, then the issue will be sent to a mutually selected arbitrator. If the parties are unable to agree on an arbitrator, the American Arbitration Association shall be requested to appoint an arbitrator in accordance with its rules and regulations. The decision of the arbitrator as to whether the proposed plan is substantially equal to the then current plan shall be binding on the parties.
 - **~~Proposed changes are limited to no more than one proposed change for each type of insurance during the term of the contract.~~**
 - If the proposed plan is comparable and portable through the United States, the Board may substitute as soon as possible.
- b. The Federation agrees that any portion of the health, dental or prescription drug plan may be self-insured or insured at the sole discretion of the Board. If the plan is self-insured, the plan shall still conform to the state benefit mandates as promulgated by the Connecticut legislature. If there is a claim dispute, if the State Department of Insurance agrees to accept jurisdiction, the parties agree to allow such jurisdiction to resolve the claim. If the State Department of Insurance refuses to accept jurisdiction, the parties may reach mutual agreement about another body, entity or forum where the dispute may be heard.

C. *Medical and Dental Insurance Waiver/Withdrawal from Health Care Coverage*

Effective July 1, 2022, and each July 1 thereafter, bargaining unit members who are eligible for medical and dental insurance benefits through the Board may voluntarily elect, subject to Section 125 of the Internal Revenue Code, to waive their Board-provided medical and dental insurance coverage for a minimum of one (1) year, except as provided below. A bargaining unit member who opts not to accept medical and dental insurance through the Board's medical and dental insurance plans, in lieu thereof, shall be paid an annual amount of One Thousand Dollars (\$1,000.00) at the end of that fiscal year, provided the bargaining unit member timely notifies the Office of Talent Management before the close of the annual enrollment period. In order to be eligible for this annual payment, the bargaining unit member must provide evidence that the bargaining unit member and the his/her expected tax family are or will be enrolled in minimum essential health care coverage through another source (other than coverage in the

individual market, whether or not obtained through the Exchange) (the “alternate coverage”). This waiver, including the evidence of alternate coverage, must be renewed each year during the annual open enrollment period. Payment for the waiver will be paid only upon the completion of the entire plan year, payable during the month of July of the subsequent year.

*Any bargaining unit member who subsequently becomes ineligible under alternate medical insurance coverage during the one (1) year period shall be entitled to re-enroll under the Board’s medical insurance provisions provided that the Office of Talent Management is notified by the bargaining unit member in writing. If the bargaining unit member re-enrolls in the Board’s medical insurance plan before the expiration of the one (1) year period, he or she shall receive a pro-rated amount for any full month that he or she has not received medical insurance from the Board. [***This section represents concepts only and may be amended to comply with applicable laws***]*

- Amend Article VII Fair Practices to add “gender identity or expression” as a protected category.
- Amend Article X – Federation Rights

A. The Board agrees to deduct via payroll dues for all members of the bargaining unit *who authorize such payments in writing*, ~~unless an individual member gives notice to the Director of Human in writing, that he or she wishes to have deducted the service fee only.~~ Effective with the ~~employee’s date of hire~~ *date of union’s notification of employee’s written authorization*, the proper deduction will be made each month *pay period* from the employee’s salary and forwarded to the Union monthly. Upon the payment thereof to the Federation the Board shall be held free and harmless from any liability in handling such Federation dues and may require a release from the Federation. *Employees on leaves of absence must make suitable arrangements in advance of such leave to pay the Union dues directly to the Union.*

B. ~~Effective July 1, 1980 all employees shall, as a condition of continued employment, join the Union or pay to the Union a representation fee not greater than the amount of dues uniformly required of members of the exclusive bargaining representative organization, set by the Union in accordance with law.~~

~~1. The Board shall deduct the amount certified by the Union as the annual dues or representation fee from any pay of each employee in equal semi-monthly installments. All such deductions shall be remitted to the Union by the fifteenth (15th) day of the month for which the deduction is made. Employees on leaves of absence must make suitable arrangements in advance of such leave to pay the representation fee for Union dues directly to the Union.~~

~~Payments for new employees shall commence within thirty days following the effective date of employment.~~

- Amend Article XII – Personal Leaves of Absence

- A(4) Absence for ~~husband~~ *spouse* for birth of child to ~~wife~~ *spouse* not to exceed two (2) days in any school year. Absence for parent for adoption of child not to exceed two (2) days in any contract year.

An employee must make the necessary arrangements before taking leave and must ~~file the Personal Leave Request Form~~ *report the absence in the automated absences management system* prior to taking leave. An employee, who has taken personal days on an emergency basis, must, upon the date of his/her return from the day(s) of absence, and in no case later than the day following his/her return from leave, ~~file the Personal Leave Request Form~~. Failure to *report the absence in the automated absences management system* ~~file the Personal Leave Request Form~~ will render the leave unauthorized and will mean loss of pay for that/those day(s).

- J. ~~The Administration reserves the right, in its sole discretion, to reassign any member to an equivalent position, if the member is on a leave of any kind for thirty consecutive school days. This provision shall supersede any other provision contained in this Agreement except for Paragraph E (child-bearing disability leave).~~ Effective June 30, 2007, the Administration reserves the right, in its sole discretion, to reassign any member to an equivalent position, if the member is on a leave of any kind for twenty-five consecutive school days. This provision shall supersede any other provision contained in this Agreement except for Paragraph E (child-bearing disability leave).

- **Amend Article XVI – Professional Development**

Increase tuition reimbursement to \$675.00 per credit.

- **Amend Article XIX – Coverage/Miscellaneous**

A. Increase stipend from \$60.00 to \$80.00

A(2) Increase stipend from \$10.00 per class to \$15.00 per class

A(3) Increase stipend for nurse coverage from \$60.00 to \$80.00

- **Amend Appendix C**

Members hired after June 30, 2022 shall not be eligible for retiree insurance.

Amend Wages Provisions

2018-2019	0% GWI, no step
2019-2020	0% GWI, no step
2020-2021	0% GWI, no step
2021-2022	2% GWI, all members not on top step move one step (retroactive to July 1, 2021)
2022-2023	2% GWI, all members not on top step move one step
2023-2024	3.0% GWI, no step movement

GLOBAL REPLACEMENTS AND HOUSEKEEPING

- **Global Replacement of “Chief Labor and Legal Officer” with “Senior Executive Director of Human Resources”**
- **Article VIII Opportunities and Assignments**

(M) All official communications from the Superintendent which ~~are~~ *is* intended for the information of the employees may be posted on school bulletin boards so as to be available to employees as soon as possible upon receipt in the schools.

- **Article IX Notices and Announcements:** Change “which are” to “which is”
- **Article XVI Work Day and Work Year:** Subsection (E) – remove word “hours”
- Move Side Letter regarding retroactive payments only applicable to active employees to Appendix A.

FOR THE HARTFORD
BOARD OF EDUCATION

FOR HARTFORD FEDERATION OF
PARAEDUCATORS
LOCAL 2221, AFT, AFL-CIO



Mclinda Kaufmann
Spokesperson for the Board



Ben Wenograd
Spokesperson for the Union

3/16/2022
Date

3/16/2022
Date

Total Cost Summary: Agreement Between HBOE and Paraprofessionals

General Topic	Change	Fiscal Impact			
		FY 21-22	FY 22-23	FY 23-24	Total
Wages	General Wage Increases %	2.00%	2.00%	3.00%	
	Cost of General Wage Increase in \$ (compounded)	\$ 231,965	\$ 244,252	\$ 387,548	\$ 863,765
	Cost of Step (Range) Changes in \$	\$ 382,345	\$ 458,953	\$ -	\$ 841,298
Stipends	Stipend increases in Article XIX	\$ -	\$ 48,000	\$ 48,000	\$ 96,000
Tuition Reimbursement	Increase reimbursement from \$300/credit to \$675/credit, max of 6	\$ 20,250	\$ 20,250	\$ 20,250	\$ 60,750
Healthcare	\$1,000 stipend for waiving coverage	\$ -	\$ 100,000	\$ 100,000	\$ 200,000
	Shift to allocation rates/additional contribution to premium cost share	\$ -	\$ 4,000	\$ (29,000)	\$ (25,000)
Health Premium Cost Share	HPPH Employee Cost Share	10.0%	10.5%	11.0%	
Net Annual Impact		\$ 634,560	\$ 875,455	\$ 526,798	\$ 2,036,813
Other Measures to Offset Costs of Contract					
Healthcare	Full conversion to HDHP	\$ -	\$ (774,000)	\$ (959,000)	
Net Annual Impact Each Year		\$ 634,560	\$ 101,455	\$ (432,202)	\$ 303,813
Notes:					

Hartford Board of Education Teachers

2017-2018 Salary Schedule						2021-2022 Salary Schedule						2022-2023 Salary Schedule						2023-2024 Salary Schedule									
Step	A	B	C	D	E	F	Step	A	B	C	D	E	F	Step	A	B	C	D	E	F	Step	A	B	C	D	E	F
1							1							1							1						
2							2							2							2						
3	22,280	22,925	24,057	25,188	26,458	27,443	3	22,726		24,538	25,692	26,987	27,992	3	23,181		25,029	26,206	27,527	28,552	3	23,876		25,780	26,992	28,353	29,409
4	23,204	24,057	25,469	26,602	27,734	28,580	4	23,668		25,978	27,134	28,289	29,152	4	24,141		26,498	27,677	28,855	29,735	4	24,865		27,293	28,507	29,721	30,627
5	24,057	25,469	26,361	27,628	28,672	29,718	5	24,538		26,888	28,181	29,245	30,312	5	25,029		27,426	28,745	29,830	30,918	5	25,780		28,249	29,607	30,725	31,846
6	25,469	26,322	27,734	28,580	29,718	31,129	6	25,978		28,289	29,152	30,312	31,752	6	26,498		28,855	29,735	30,918	32,387	6	27,293		29,721	30,627	31,846	33,559
7	26,523	27,483	28,866	29,785	31,068	32,408	7	27,053		29,443	30,381	31,689	33,056	7	27,594		30,032	30,989	32,323	33,717	7	28,422		30,933	31,919	33,293	34,729
8	27,576	28,647	30,004	30,992	32,419	33,688	8	28,128		30,604	31,612	33,067	34,362	8	28,691		31,216	32,244	33,728	35,049	8	29,552		32,152	33,211	34,740	36,100
9	28,624	29,812	31,138	32,196	33,905	34,963	9	29,196		31,761	32,839	34,583	35,662	9	29,780		32,396	33,496	35,275	36,375	9	30,673		33,268	34,501	36,333	37,466
10	29,675	30,974	32,271	33,401	35,385	36,242	10	30,269	31,593	32,916	34,069	36,103	36,967	10	30,874	32,225	33,574	34,750	36,825	37,706	10	31,800	33,192	34,581	35,793	37,930	38,837
11	31,739	33,109	34,480	35,673	37,482	38,676	11	32,374	33,771	35,170	36,386	38,242	39,450	11	33,021	34,446	35,873	37,114	39,007	40,239	11	34,012	35,479	36,949	38,227	40,177	41,446
12	32,627	34,038	35,444	36,672	38,542	39,759	12	33,280	34,719	36,153	37,405	39,313	40,554	12	33,946	35,413	36,876	38,153	40,099	41,365	12	34,964	36,475	37,982	39,298	41,302	42,606
13	33,411	34,854	36,296	37,552	39,467	40,714	13	34,079	35,551	37,022	38,303	40,256	41,528	13	34,761	36,262	37,762	39,069	41,061	42,359	13	35,804	37,350	38,895	40,241	42,293	43,630
2021-2022 FTE's						2021-2022 FTE's						2022-2023 FTE's						2023-2024 FTE's									
Step	A	B	C	D	E	F	Step	A	B	C	D	E	F	Step	A	B	C	D	E	F	Step	A	B	C	D	E	F
1							1							1							1						
2							2							2							2						
3				25	11	97	3							3							3						
4	1			11	6	58	4				25	11	97	4							4						
5	2	1		7	5	29	5	1			11	6	58	5	0			25	11	97	5	0					
6	1			2	3	23	6	2	1		0	7	5	29	6	1			11	6	58	6	1				
7				1		7	7	1	0		2	3	23	7	2	1			7	5	29	7	2	1			
8	1	1				11	8	0			1	0	7	8	1	0			2	3	23	8	1	0			
9	5			2			9	1	1		0	2	11	9	0			1	0	7	9	0					
10	5	1	1	1		4	10	5			2	0	0	10	1	1			2	11	15	10	1	1			
11	10			7	2	2	11	5	1	1	1	0	4	12	5	0			2	0	7	11	5	0			
12	6	1		2	2	3	12	10	0		7	2	2	12	5	1	1	1	0	4	12	5	1	1	1	0	
13	6		2	5	8	11	13	12	1	2	5	10	14	13	22	1	2	12	12	16	15	22	1	2	12	16	
Totals	37	4	3	61	39	245	Totals	37	4	3	61	39	245	Totals	37	4	3	61	39	245	Totals	37	4	3	61	39	245
2021-2022 Total Cost						2021-2022 Total Cost						2022-2023 Total Cost						2023-2024 Total Cost									
Step	A	B	C	D	E	F	Step	A	B	C	D	E	F	Step	A	B	C	D	E	F	Step	A	B	C	D	E	F
1	0	0	0	0	0	0	1	0	0	0	0	0	0	1	0	0	0	0	0	0	1	0	0	0	0		
2	0	0	0	0	0	0	2	0	0	0	0	0	0	2	0	0	0	0	0	0	2	0	0	0	0		
3	0	0	0	629,700	291,038	2,661,971	3	0	0	0	0	0	0	3	0	0	0	0	0	0	3	0	0	0	0		
4	23,204	0	0	292,622	166,404	1,657,640	4	0	0	0	678,350	311,179	2,827,744	4	0	0	0	0	0	0	4	0	0	0	0		
5	48,114	25,469	0	193,396	143,360	861,822	5	24,538	0	0	309,991	175,470	1,758,096	5	0	0	0	718,625	328,130	2,999,046	5	0	0	0	740,175		
6	25,469	0	0	57,160	89,154	715,967	6	51,956	0	0	204,064	151,560	920,808	6	26,498	0	0	327,085	185,508	1,878,446	6	27,293	0	0	336,897		
7	0	0	0	29,785	0	226,856	7	27,053	0	0	60,762	95,067	760,288	7	55,188	0	0	216,923	161,615	977,793	7	56,844	0	0	223,433		
8	27,576	28,647	0	64,838	370,568	491,629	8	0	0	0	31,612	0	240,534	8	28,691	0	0	64,488	101,184	806,127	8	29,552	0	0	66,422		
9	143,120	0	0	64,390	0	0	9	29,196	0	0	0	69,166	392,282	9	0	0	0	33,496	0	254,625	9	0	0	0	34,501		
10	148,375	30,974	32,271	33,401	0	144,968	10	151,345	0	0	68,138	0	0	10	30,874	32,225	0	0	73,650	414,766	10	31,800	33,192	0	75,860		
11	317,390	0	0	249,711	74,984	77,352	11	161,870	33,771	35,170	36,386	0	157,800	11	165,105	0	0	74,228	0	0	11	170,060	0	0	76,454		
12	195,762	34,038	0	0	77,084	119,277	12	332,800	0	0	261,835	78,626	81,108	12	169,730	35,413	36,876	38,153	0	165,460	12	174,820	36,475	37,982	0		
13	200,466	0	72,592	187,760	315,736	447,854	13	408,948	35,551	74,044	191,515	402,560	581,392	13	764,742	36,262	75,524	468,828	492,732	677,744	13	787,688	37,350	77,990	482,892		
Totals	1,129,476	119,128	104,863	1,737,925	1,222,598	7,284,275	Totals	1,187,706	69,322	109,214	1,842,653	1,283,628	7,720,052	Totals	1,240,828	103,900	112,400	1,941,826	1,342,819	8,174,007	Totals	1,278,057	107,017	115,772	2,000,072	1,383,112	8,419,298
						11,598,265	Step Y/N: Y						12,212,575	Step Y/N: Y						12,915,780	Step Y/N: N						13,303,328
							GWI: 2.00%						614,310	GWI: 2.00%						703,205	GWI: 3.00%						387,548
							GWI at Max: 2.00%						5.30%	GWI at Max: 2.00%						5.76%	GWI at Max: 3.00%						3,000
																											11.06%
																											1,705,063
																											14.71%

**HARTFORD BOARD OF EDUCATION
2021-22 PARAPROFESSIONAL NEGOTIATIONS**

2017-22 Wage Comparison for the Surrounding Districts (Two Deep)

Full-time 10-month paraprofessionals without a degree; also does not include ABA or other certificated wage levels (unless required)											in descending order by 2017-18 max	
District	Contract Duration	2017-18 min	2017-18 max	2018-19 min	2018-19 max	2019-20 min	2019-20 max	2020-21 min	2020-21 max	2021-22 Min	2021-22 Max	Notes
Hartford	2015-18	16.14	26.30									salary columns A-C, 11 steps
Simsbury	2020-23	22.08	24.66	22.58	25.21	23.12	25.82	23.58	26.34	24.09	26.90	Categories 4&5
Farmington	2018-21	20.41	24.39	20.82	24.33	21.24	24.82	21.66	25.32			5 steps, 3 years to max
Glastonbury	2021-25	16.04	24.36	16.04	24.85	16.04	25.35	16.04	25.86	16.36	26.38	wage groups C-D, 7 steps
Manchester	2018-22	14.15	22.42	14.43	20.23	14.72	20.63	15.01	21.04	15.31	21.46	5 steps 2020-21; 6 steps 2021-22
East Windsor	2019-22	17.84	22.21	18.38	22.88	18.96	23.22	19.24	23.57	19.53	23.93	Category II, 9 steps
Rocky Hill	2017-21	21.36	22.18	21.89	22.73	22.44	23.30	23.02	23.88			min = probationary rate (1 year); max = job rate
New Britain	2018-21	18.35	22.06	18.35	22.06	18.83	22.63	18.83	22.95			5 steps
South Windsor	2020-23	15.87	21.15	16.17	21.55	16.48	21.96	16.81	22.40	17.15	22.85	3 years to max
Bloomfield	2019-22	17.80	21.03	18.25	21.55	18.25	21.55	18.62	21.98	18.99	22.42	4 steps
Wethersfield	2017-21	16.86	20.61	17.20	21.02	17.54	21.44	17.80	21.76			Grade 2; 6 steps
Ellington	2017-22	14.34	19.29	14.63	19.68	15.24	20.07	15.58	20.52	16.27	20.98	16 steps 2020-21; 15 steps 2021-22
Avon	2017-20	16.30	19.27	16.63	19.66	16.88	19.95					6 steps
East Hartford	2020-24	14.04	18.84	14.46	19.41	14.61	19.60	14.68	19.70	14.97	20.19	6 steps; added 5% required ParaPro Assessment to max
Windsor Locks	2020-23	15.13	18.81	15.42	19.19	15.58	19.38	15.89	19.77	16.21	20.17	3 steps
Berlin	2018-21	16.65	18.62	19.09	19.47	19.56	19.95	20.05	20.45			3 steps, 10 years to max
Windsor	2019-23	15.37	17.46	15.68	17.81	16.15	18.32	16.62	18.84	16.95	19.22	3 steps; these rates are for paras hired > 7/1/03
Vernon	2020-23	11.83	17.00	12.36	17.34	12.97	17.69	13.30	18.40	13.85	18.77	7 steps 2020-21; 6 steps 2021-22; 5 steps 2022-23
West Hartford	2018-22	12.05	16.48	12.38	16.93	12.75	17.44	13.13	17.96	13.56	18.54	"regular" instructional paras, 6 steps
East Granby	2019-22	12.34	16.44	12.34	16.44	12.59	16.69	13.59	17.69	14.04	18.14	9 steps
New Milford	2019-21	13.80	15.25	14.21	15.70	14.63	16.16	15.06	16.64			min = probationary rate (75 days); max = job rate
Average w/o Hartford		16.13	20.13	16.57	20.40	16.93	20.80	17.29	21.32	16.71	21.53	
Hartford % +/-		0%	31%									

Sources: collective bargaining agreements

HARTFORD BOARD OF EDUCATION
2021-22 PARAPROFESSIONAL NEGOTIATIONS

2017-22 Wage Comparison for the Surrounding Districts (Two Deep)

Full-time 10-month paraprofessionals with an Associate's degree												in descending order by 2017-18 max
District	Contract Duration	2017-18 min	2017-18 max	2018-19 min	2018-19 max	2019-20 min	2019-20 max	2020-21 min	2020-21 max	2021-22 Min	2021-22 Max	Notes
Hartford	2015-18	18.25	27.21									salary column D, 11 steps
Simsbury	2020-23	22.08	24.66	22.58	25.21	23.12	25.82	23.58	26.34	24.09	26.90	Categories 4&5; no degree differentials
Farmington	2018-21	20.41	24.39	20.82	24.33	21.24	24.82	21.66	25.32			5 steps, 3 years to max; no degree differentials
Glastonbury	2021-25	16.04	24.36	16.04	24.85	16.04	25.35	16.04	25.86	16.36	26.38	wage groups C-D, 7 steps; no degree differentials
New Britain	2018-21	18.35	22.65	18.35	22.65	18.83	23.22	18.83	23.54			added \$.59/hr to max for assoc. degree - \$750/(7 hrs * 182 days)
Manchester	2018-22	14.15	22.42	14.43	20.23	14.72	20.63	15.01	21.04	15.31	21.46	5 steps 2020-21; 6 steps 2021-22; 60 hours or Associate's degree required per Recognition clause
East Windsor	2019-22	17.84	22.21	18.38	22.88	20.65	24.90	20.96	25.27	21.27	25.65	used category II, 9 steps, 2017-19; used category III, 9 steps (newly created ParaPro classification) 2019-22; no degree differentials
Rocky Hill	2017-21	21.36	22.18	21.89	22.73	22.44	23.30	23.02	23.88			min = probationary rate (1 year); max = job rate; no degree differentials
West Hartford	2018-22	14.24	21.16	14.63	21.74	15.07	22.39	15.52	23.06	16.02	23.81	used "ABA Trained" here, 6 steps; no degree differentials
South Windsor	2020-23	15.87	21.15	16.17	21.55	16.48	21.96	16.81	22.40	17.15	22.85	3 years to max; no degree differentials
Bloomfield	2019-22	17.80	21.03	18.25	21.55	18.25	21.55	18.62	21.98	18.99	22.42	4 steps; no degree differentials
Wethersfield	2017-21	16.86	20.61	17.20	21.02	17.54	21.44	17.80	21.76			Grade 2; 6 steps; no degree differentials
Ellington	2017-22	14.34	19.29	14.63	19.68	15.24	20.07	15.58	20.52	16.27	20.98	16 steps 2020-21; 15 steps 2021-22; no degree differentials
Avon	2017-20	16.30	19.27	16.63	19.66	16.88	19.95					6 steps; \$1 per hour for a teaching degree (not included here); no Associate's degree differential

HARTFORD BOARD OF EDUCATION
2021-22 PARAPROFESSIONAL NEGOTIATIONS

2017-22 Wage Comparison for the Surrounding Districts (Two Deep)

Full-time 10-month paraprofessionals with an Associate's degree

in descending order by 2017-18 max

District	Contract Duration	2017-18 min	2017-18 max	2018-19 min	2018-19 max	2019-20 min	2019-20 max	2020-21 min	2020-21 max	2021-22 Min	2021-22 Max	Notes
East Hartford	2020-24	14.04	18.84	14.46	19.41	14.61	19.60	14.68	19.70	14.97	20.19	6 steps; added 5% required ParaPro Assessment to max; no degree differentials
Windsor Locks	2020-23	15.13	18.81	15.42	19.19	15.58	19.38	15.89	19.77	16.21	20.17	3 steps; no degree differentials
Berlin	2018-21	16.65	18.62	19.09	19.47	19.56	19.95	20.05	20.45			3 steps, 10 years to max; no degree differentials
Windsor	2019-23	15.37	17.46	15.68	17.81	16.15	18.32	16.62	18.84	16.95	19.22	3 steps; rates are for paras hired > 7/1/03; no degree differentials
Vernon	2020-23	11.83	17.00	12.36	17.34	12.97	17.69	13.30	18.40	13.85	18.77	7 steps 2020-21; 6 steps 2021-22; 5 steps 2022-23; no degree differentials
East Granby	2019-22	12.34	16.44	12.34	16.44	12.59	16.69	13.59	17.69	14.04	18.14	9 steps; no degree differentials
New Milford	2019-21	13.80	15.25	14.21	15.70	14.63	16.16	15.06	16.64			min = probationary rate (75 days); max = job rate; no degree differentials
Average w/o Hartford		16.24	20.39	16.68	20.67	17.13	21.16	17.51	21.71	17.04	22.07	
Hartford % +/-		12%	33%									

Sources: collective bargaining agreements

HARTFORD BOARD OF EDUCATION
2021-22 PARAPROFESSIONAL NEGOTIATIONS

2017-22 Wage Comparison for the 2022-23 AENGLC* Group (11 lowest) and DRG** I

Full-time 10-month paraprofessionals without a degree; also does not include ABA or other certificated wage levels (unless required)												in descending order by 2017-18 max
District	Contract Duration	2017-18 min	2017-18 max	2018-19 min	2018-19 max	2019-20 min	2019-20 max	2020-21 min	2020-21 max	2021-22 Min	2021-22 Max	Notes
Bridgeport	2014-19	19.98	26.79	20.38	27.33							instructional assistant, 1190 hours per day (6.5 x 183)
Hartford	2015-18	16.14	26.30									salary columns A-C, 11 steps
New Haven	2019-23	17.44	22.42	17.97	23.08	17.97	23.08	18.40	23.63	18.40	24.10	Group I; 4 steps; added \$.24 to max for 45 credits (\$300/6.75*184)
West Haven	2017-20/21	16.57	22.14	16.74	22.36	16.91	22.36	17.08	22.58			1092 hours of work; 6 steps
New Britain	2018-21	18.35	22.06	18.35	22.06	18.83	22.63	18.83	22.95			5 steps
East Hartford	2020-24	14.04	18.84	14.46	19.41	14.61	19.60	14.68	19.70	14.97	20.19	6 steps; added 5% required ParaPro Assessment to max
Norwich	2017-20/21	15.60	17.53	15.95	17.92	16.27	18.28	16.60	18.65			Group I (regular classroom paraeducator); 3 steps, 10 years to max
Ansonia	2016-21	14.58	16.59	15.25	16.92	15.94	17.26	16.61	17.60			2 steps
Waterbury	2018-22	11.37	16.57	11.37	16.57	11.65	16.98	11.94	17.40	12.18	17.75	1 year to max; associate's degree is the base schedule (shown here)
Windham	2017-20	12.77	16.48	13.15	16.97	13.54	17.48					10 steps
New London	2018-21	***	***									
Average w/o Hartford		15.63	19.94	15.96	20.29	15.72	19.71	16.31	20.36	15.18	20.68	
Hartford % +/-		3%	32%									

* Adjusted Equalized Grand List per Capita (AENGLC) is a measure of wealth formulated by the Connecticut State Department of Education (CSDE)

** District Reference Groups (DRG) are Connecticut school districts grouped according to similar economic indicators by the CSDE; in this specific case, all of the districts in DRG I (Bridgeport, Hartford, New Britain, New Haven, New London, Waterbury, & Windham) are also in the AENGLC group

*** New London does not have an established wage schedule

Sources: collective bargaining agreements; CSDE (for the DRG & AENGLC)

HARTFORD BOARD OF EDUCATION
2021-22 PARAPROFESSIONAL NEGOTIATIONS

2017-22 Wage Comparison for the 2022-23 AENGLC* Group (11 lowest) and DRG** I

Full-time 10-month paraprofessionals with an Associate's degree												in descending order by 2017-18 max
District	Contract Duration	2017-18 min	2017-18 max	2018-19 min	2018-19 max	2019-20 min	2019-20 max	2020-21 min	2020-21 max	2021-22 Min	2021-22 Max	Notes
Hartford	2015-18	18.25	27.21									salary column D; 11 steps
Bridgeport	2014-19	19.98	26.79	20.38	27.33							instructional assistant, 1190 hours per day (6.5 x 183); no degree differential
New Britain	2018-21	18.35	22.65	18.35	22.65	18.83	23.22	18.83	23.54			added \$.59/hr to max for Assoc. degree - \$750/(7 hrs * 182 days)
New Haven	2019-23	17.44	22.50	17.97	23.16	17.97	23.16	18.40	23.71	18.40	24.18	Group I; 4 steps (\$.32 added to max for 60 credits - \$400/yr, 6.75 hrs * 184 days)
West Haven	2017-20/21	16.57	22.14	16.74	22.36	16.91	22.36	17.08	22.58			1092 hours of work; \$500 one-time bonus for Associate's degree (not shown here in wages)
East Hartford	2020-24	14.04	18.84	14.46	19.41	14.61	19.60	14.68	19.70	14.97	20.19	6 steps; added 5% required ParaPro Assessment to max; no degree differential
Norwich	2017-20/21	15.60	18.03	15.95	18.42	16.27	18.78	16.60	19.15			Group I (regular classroom paraeducator); added \$.50 to max for Associate's degree - \$600/(6.5 hrs/184 days)
Ansonia	2016-21	14.58	16.59	15.25	16.92	15.94	17.26	16.61	17.60			2 steps; no degree differential
Waterbury	2018-22	11.37	16.57	11.37	16.57	11.65	16.98	11.94	17.40	12.18	17.75	1 year to max; Associate's degree is the base schedule (shown here)
Windham	2017-20	12.77	16.48	13.15	16.97	13.54	17.48					10 steps; no Associate's degree differential (BA only - one-time advancement of 2 steps on the wage schedule)
New London	2018-21	***	***									
Average w/o Hartford		15.63	20.07	15.96	20.42	15.72	19.86	16.31	20.53	15.18	20.71	
Hartford % +/-		17%	36%									

*Adjusted Equalized Grand List per Capita (AENGLC) is a measure of wealth formulated by the Connecticut State Department of Education (CSDE)

**District Reference Groups (DRG) are Connecticut school districts grouped according to similar economic indicators by the CSDE; in this specific case, all of the districts in DRG I (Bridgeport, Hartford, New Britain, New Haven, New London, Waterbury, & Windham) are also in the AENGLC group

***New London does not have an established wage schedule

Sources: collective bargaining agreements; CSDE (for the DRG & AENGLC)

MARB – Hartford Subcommittee Meeting

April 28, 2022

Additional Questions Regarding Proposed CBA with Paraprofessionals

Number of Positions: 388

Number of Vacancies: 26

Turnover Rates:

2018 12.6%

2019 12.1%

2020 15.5%

2021 11.6%

2022 12.6% (49 separations YTD)

Number of Insurance Waivers: 100

2021-22 Anthem Annual **Allocated** HDHP Premium Rates (including Dental)

	<u>EE</u>	<u>EE+1</u>	<u>Family</u>
	\$10,057	\$20,301	\$26,915
EE 10%	\$1,006	\$2,030	\$2,692
ER 90%	\$9,051	\$18,271	\$24,223

EE funded deductible 2022-23 \$500/\$1,000

EE funded deductible 2023-24 \$1,000/\$2,000

2021-22 Anthem Annual **Fully Underwritten** HDHP Premium Rates (including Dental)

	<u>EE</u>	<u>EE+1</u>	<u>Family</u>
	\$11,282	\$22,777	\$30,196
EE 10%	\$1,128	\$2,278	\$3,020
ER 20%	\$10,154	\$20,499	\$27,176

City of Hartford
1716 Tentative Agreement Summary
As of April 20, 2022

1. Duration – July 1, 2021 to December 31, 2024
2. Wages (see detail and summary analysis attached)
 - a. FY21-22 – 2% GWI; approx. cost = \$110,020 (1/1/22-6/30/22)
 - b. FY22-23 – 2.5% GWI; approx. cost = \$500,589 (cumulative)
 - c. FY23-24 – 2.5% GWI; approx. cost = \$788,152 (cumulative)
3. HSA Funding – changes the timing of deposits into HSA account only; no material changes in cost
4. Emergency Telecommunications Dispatchers and Call Takers
 - a. New job classification of Call Taker – as this position is paid at a lower rate than the Dispatcher, this would be a savings to the City. However, it is unknown at this time how many Call Takers would be hired, therefore, no savings were considered in the calculation of the total cost.
 - b. Referral Bonus – Full Time members of Local 1716 will be eligible for a referral bonus of \$500 per new Emergency Telecommunication Dispatcher and \$250 for a Call Taker; as the number of such bonuses are unknown, no additional costs were considered in the calculation of total cost.
5. Other – clean up language; no significant costs or savings for any changes noted.

Other Highlights/Items of Note:

1. Analysis includes only general fund costs
2. A total of 235 positions are included in the calculation, including 35 vacant positions (as of December 2021)
 - a. The vacant positions are included in the retro costs, making this calculation conservative
3. Steps will continue as stated in the previous contract
 - a. Dollars allocated to step increases are not new costs and have been fully budgeted
4. These costs are included in the FY23 budget and in the FY24-27 forecast
5. A 1.5% increase was included in the FY22 budget as a place holder; therefore, much of the FY22 cost is also not a “new” cost

TENTATIVE AGREEMENT
BETWEEN THE CITY OF HARTFORD
AND
LOCAL 1716, COUNCIL 4, AFSCME, AFL-CIO
FOR A SUCCESSOR COLLECTIVE BARGAINING AGREEMENT

The City of Hartford and Local 1716, Council 4, AFSCME, AFL-CIO (hereinafter, "Local 1716") tentatively agree to a Collective Bargaining Agreement to be in full force and effect for the period commencing July 1, 2021 through December 31, 2024 subject to the ratification of Local 1716 and approval by the City of Hartford Court of Common Council and the Municipal Accountability Review Board (hereinafter, "MARB"). The July 1, 2015 through June 30, 2021 Collective Bargaining Agreement currently in effect shall remain unchanged except as specifically outlined in this Tentative Agreement provided further that the Collective Bargaining Agreement shall be modified to reflect these changes.

This Tentative Agreement represents concepts and not necessarily final contract language. Actual contract language will be drafted if the Tentative Agreement is ratified by Local 1716 and approved by the Court of Common Council and MARB.

CITY OF HARTFORD



LUKE BRONIN, MAYOR

4/7/2022

DATE

LOCAL 1716, AFSCME, COUNCIL 4



ORLANDO MERCADO, PRESIDENT

4/7/2022

DATE



CHUCK PARIS, STAFF REPRESENTATIVE

4-7-22

DATE

TENATIVE AGREEMENT
 FOR A SUCCESSOR COLLECTIVE BARGAINING AGREEMENT
 BETWEEN
 THE CITY OF HARTFORD
 AND
 LOCAL 1716

1. Duration (Update language in Article XVII to reflect the following):
 3.5 years (July 1, 2021 – December 31, 2024)

2. Wages (Update language in Section 7.0 and Appendix F to reflect the following):
 GWIs:
 FY 2021-22: 2% GWI retroactive to first Sunday following January 1, 2022
 FY 2022-23: 2.5% GWI effective first Sunday following July 1, 2022
 FY 2023-24: 2.5% GWI effective first Sunday following July 1, 2023

3. HSA Funding (Update language in Section 14.10 and Insurance Appendix to reflect the following):
 Effective July 2022, funding of the City’s contribution to the Bargaining Unit Members’ Health Savings Account will be deposited on a semi-annual basis in July (50%) and January (50%).

4. Emergency Telecommunications Dispatchers and Call Takers:
 1. Effective the pay period following the approval of the Tentative Agreement, there will be a new job classification within the Local 1716 bargaining unit of Emergency Telecommunications Call Taker (hereinafter, “Call Taker”) whose duties and responsibilities are set forth in the job description attached hereto as Exhibit A.

a. The Call Taker salary schedule will be as follows:

	Completion of Training	1	2	3	4	5	6
<u>Trainee</u>	<u>Base</u>	<u>1/2 Year</u>	<u>1 Year</u>	<u>1 1/2 Years</u>	<u>2 Years</u>	<u>3 Years</u>	<u>4 Years</u>
\$800.00	\$824.00	\$848.00	\$872.00	\$896.00	\$920.00	\$944.00	\$968.00
\$41,600.00	\$42,848.00	\$44,096.00	\$45,344.00	\$46,592.00	\$47,840.00	\$49,088.00	\$50,336.00

- b. There shall be a maximum of ten (10) full-time Call Takers on staff in ES&T. At least one (1) ETD shall be assigned in either a Call Taker position or the EMS position on every shift.
- c. Call Takers shall be required to satisfactorily complete a six-month probationary period, after which time the employee will be placed on a promotional eligible register for the position of ETD Trainee. If the Call Taker elects not to accept a position as an ETD Trainee, or is not selected for the position of ETD Trainee, they may remain in their position as Call Taker.
- d. In the event of layoffs, Call Takers must be laid off before any ETD or ETD Trainee.
- e. Overtime shall be assigned through the current process, with Call Takers, ETDs, and ETD Trainees on one eligibility list.

2. Full-time members of Local 1716 will be eligible for a referral bonus of \$500 per new ETD and \$250 per new Call Taker, to be paid after the new employee completes their probationary period. Candidates will indicate who referred them to the position on their job application, which will be the sole determining factor with respect to entitlement to a referral bonus pursuant to this paragraph. In any instance where an applicant indicates that more than one individual referred the candidate, all listed employees will receive an equal percentage of the applicable referral bonus.

5. Other:

- City Proposals 1-6, summarized as follows, will be incorporated into the successor CBA:
 - City 1: Clarifies that “Related Work as Required” means related to duties stated in the class spec under the “Illustrative Examples of Work” or “Essential Duties and Responsibilities” subheadings.
 - City 2: Eliminates outdated language related to a committee that completed its charge in 2015.
 - City 3: Clarifies calculation of the seventh day of work for overtime purposes, consistent with current practice.
 - City 4: Changes vacation accrual to over the span of twelve months beginning FY23, versus the current ten-month accrual period, consistent with all other bargaining units.
 - City 5: Eliminates outdated language regarding entitlement to leave for birth or adoption of a child, and clarifies that said leave will be afforded consistent with federal law. Also, maintains the ability of an individual who is not FMLA eligible to use up to 30 calendar days of sick leave for birth or adoption of a child.
 - City 6: Makes changes to part-time and seasonal benefits consistent with the law. Also lowers the required number of hours that part-time and seasonal employees working as MI or in the City’s Rec Division must work in order to have their names certified for full-time employment prior to any promo or open competitive lists.
- The City, without waiving its right “to determine the content of job classifications” as set forth in Article II, Management Rights, agrees to meet with the Union annually for the term of this agreement, in the first quarter of each calendar year, to review job descriptions that either party identifies as inaccurate, out-of-date, or otherwise in need of updating. Such discussions shall not be considered an admission on the part of the City that it is required to bargain prior to the implementation of changes to Local 1716 job descriptions, and any findings that may require collective bargaining will be the subject of negotiations for a future successor collective bargaining agreement, or sooner upon mutual agreement of the parties. The Committee shall consist of up to three participants representing the Union and up to three participants representing the City.

Summary of Costs: Agreement Between City of Hartford and Local 1716, Council 4, AFSCME, AFL-CIO (1716)

GENERAL FUND COSTS ONLY - As of 4-20-22

General Topic	Change	Fiscal Impact		
		FY 21-22	FY 22-23	FY 23-24
Wages	General Wage Increases % (Retro to January 1, 2022)	2% (RETRO)	2.50%	2.50%
	FULL Cost of General Wage Increase on BASE Salary in \$ (FY2022 Budget included 1.5% increase) for current employees	\$ 110,020	\$ 500,589	\$ 788,153
	Cost of Step Yearly Increment Changes in \$ (NOT NEW COSTS)	\$ 109,366	\$ 56,531	\$ 22,824
Healthcare	Health Plan Design Change: Cost/(Savings)			
Health Premium Cost Share	Current employee share 21%			
	Proposed employee share 21% (NO CHANGE)			
	Projected Savings	No change	No change	No change
Pension	Current Contribution	No change	No change	No change
	New Contribution			
	Cost/(Savings) in \$			
Net Annual Impact		\$ 219,386	\$ 557,120	\$ 810,977
Sick Leave	Current provisions: ____	No change	No change	No change
	New provisions: ____			
	Cost/(Savings)			
Vacation Leave (Pay Out)	Current provisions:	No change	No change	No change
	New provisions:			
	Cost/(Savings)			
Other Measures to Offset Costs of Contract				
H S A Funding	Cost/(Savings)	No change	No change	No change
Dental Plan	Cost/(Savings)	No change	No change	No change
Total Cost (includes one-time and non-recurring)		\$ 219,386	\$ 557,120	\$ 810,977

1716 Union Contract Cost Analysis - as of 4-20-22

Org	Record Type	Job Job Desc Code	Step	HC	FY2022 Base	Value of 1 Step	Max Step	FY2022 New Base (2%)	Value of 2% GWI	Value of 1 Step	FY22 Step Increase	Value of Step Increase (if applicable)	FY2023 Base (2.5%)	Value of 2.5% GWI	FY23 Step Increase	Value of Step Increase (If applicable)	FY2024 (2.5%)	Value of 2.5% GWI	FY23 Step Increase	Value of Step Increase (If applicable)
114001	Filled	3 GENERAL CLERK	1	1	34,840	1,453	4	35,537	697	1,482	2	1,482	36,425	888	3	1,519	37,336	911	4	1,557
114001	Filled	155 DATA INPUT CLERK	4	1	39,520	1,648	4	40,310	790	1,681	4	-	41,318	1,008	4	-	42,351	1,033	4	-
117002	Filled	6 TOWN & CITY CLERK RECORD ASS	5	1	52,403	2,096	5	53,451	1,048	2,138	5	-	54,787	1,336	5	-	56,157	1,370	5	-
117002	Filled	26 ASST REGISTER VITAL STATISTICS	4	1	43,316	1,804	4	44,182	866	1,840	4	-	45,287	1,105	4	-	46,419	1,132	4	-
117002	Filled	26 ASST REGISTER VITAL STATISTICS	4	1	43,316	1,804	4	44,182	866	1,840	4	-	45,287	1,105	4	-	46,419	1,132	4	-
117002	Filled	26 ASST REGISTER VITAL STATISTICS	1	1	43,316	1,804	4	44,182	866	1,840	2	1,840	45,287	1,105	3	1,886	46,419	1,132	4	1,933
119004	Filled	36 CENTRAL DUP OPERATOR	4	1	52,494	2,187	4	53,544	1,050	2,231	4	-	54,882	1,339	4	-	56,255	1,372	4	-
119004	Filled	36 CENTRAL DUP OPERATOR	4	1	52,494	2,187	4	53,544	1,050	2,231	4	-	54,882	1,339	4	-	56,255	1,372	4	-
119006	Filled	9992 311 CONSTITUENT SERVICE REP	4	1	33,462	1,394	4	34,131	669	1,422	4	-	34,985	853	4	-	35,859	875	4	-
119006	Filled	9992 311 CONSTITUENT SERVICE REP	4	1	33,462	1,394	4	34,131	669	1,422	4	-	34,985	853	4	-	35,859	875	4	-
119006	Vacant	9992 311 CONSTITUENT SERVICE REP	2	1	33,462	1,394	4	34,131	669	1,422	3	1,422	34,985	853	4	1,458	35,859	875	4	-
123007	Filled	302 SR ACCOUNT CLERK	4	1	43,316	1,804	4	44,182	866	1,840	4	-	45,287	1,105	4	-	46,419	1,132	4	-
123007	Vacant	155 DATA INPUT CLERK	2	1	39,520	1,648	4	40,310	790	1,681	3	1,681	41,318	1,008	4	1,723	42,351	1,033	4	-
132002	Filled	3 GENERAL CLERK	2	1	34,840	1,453	4	35,537	697	1,482	3	1,482	36,425	888	4	1,519	37,336	911	4	-
212014	Filled	78 SR CLERK TYPIST - 1716	4	1	41,470	1,729	4	42,299	829	1,764	4	-	43,357	1,057	4	-	44,441	1,084	4	-
212014	Filled	157 DATA ENTRY OPERATOR II	4	1	43,316	1,804	4	44,182	866	1,840	4	-	45,287	1,105	4	-	46,419	1,132	4	-
212014	Filled	155 DATA INPUT CLERK	4	1	39,520	1,648	4	40,310	790	1,681	4	-	41,318	1,008	4	-	42,351	1,033	4	-
212014	Filled	155 DATA INPUT CLERK	4	1	39,520	1,648	4	40,310	790	1,681	4	-	41,318	1,008	4	-	42,351	1,033	4	-
212014	Vacant	020A SUPPLY CLERK	4	1	41,470	1,729	4	42,299	829	1,764	4	-	43,357	1,057	4	-	44,441	1,084	4	-
213004	Filled	78 SR CLERK TYPIST - 1716	1	1	41,470	1,729	4	42,299	829	1,764	2	1,764	43,357	1,057	3	1,808	44,441	1,084	4	1,853
213005	Filled	4345 RADIO TECHNICIAN I	4	1	55,471	2,311	4	56,580	1,109	2,357	4	-	57,995	1,415	4	-	59,445	1,450	4	-
213005	Filled	4345 RADIO TECHNICIAN I	4	1	55,471	2,311	4	56,580	1,109	2,357	4	-	57,995	1,415	4	-	59,445	1,450	4	-
213006	Filled	144 EMERG TELECOMM DISPATCHER	5	1	54,444	2,179	5	55,533	1,089	2,222	5	-	56,921	1,388	5	-	58,344	1,423	5	-
213006	Filled	144 EMERG TELECOMM DISPATCHER	5	1	54,444	2,179	5	55,533	1,089	2,222	5	-	56,921	1,388	5	-	58,344	1,423	5	-
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213006	Filled	144 EMERG TELECOMM DISPATCHER	5	1	54,444	2,179	5	55,533	1,089	2,222	5	-	56,921	1,388	5	-	58,344	1,423	5	-
213006	Filled	144 EMERG TELECOMM DISPATCHER	5	1	5															

Org	Record Type	Job Job Desc Code	Step	HC	FY2022 Base	Value of 1 Step	Max Step	FY2022 New Base (2%)	Value of 2% GWI	Value of 1 Step	FY22 Step Increase	Value of Step Increase (if applicable)	FY2023 Base (2.5%)	Value of 2.5% GWI	FY23 Step Increase	Value of Step Increase (If applicable)	FY2024 (2.5%)	Value of 2.5% GWI	FY23 Step Increase	Value of Step Increase (If applicable)
311001	Filled	4306 CARPENTER	2	1	50,466	1,430	2	51,475	1,009	1,459	2	-	52,762	1,287	2	-	54,081	1,319	2	-
311001	Filled	4333 LEAD MASON	2	1	55,250	1,567	2	56,355	1,105	1,598	2	-	57,764	1,409	2	-	59,208	1,444	2	-
311001	Filled	4350 ELECTRO-MECHANICAL TECHNICAL	2	1	53,339	1,508	2	54,406	1,067	1,538	2	-	55,766	1,360	2	-	57,160	1,394	2	-
311001	Filled	4028 PUBLIC WORKS TEAM LEADER	4	1	60,125	2,506	4	61,328	1,203	2,556	4	-	62,861	1,533	4	-	64,432	1,572	4	-
311001	Filled	4025 MAINTAINER II	3	1	39,637	1,725	3	40,430	793	1,759	3	-	41,440	1,011	3	-	42,476	1,036	3	-
311001	Filled	4025 MAINTAINER II	3	1	39,637	1,725	3	40,430	793	1,759	3	-	41,440	1,011	3	-	42,476	1,036	3	-
311001	Filled	4312 ELECTRICIAN II	2	1	62,771	2,854	2	64,026	1,255	2,911	2	-	65,627	1,601	2	-	67,268	1,641	2	-
311001	Filled	4025 MAINTAINER II	3	1	39,637	1,725	3	40,430	793	1,759	3	-	41,440	1,011	3	-	42,476	1,036	3	-
311001	Filled	4336 PAINTER II	2	1	49,504	1,404	2	50,494	990	1,432	2	-	51,756	1,262	2	-	53,050	1,294	2	-
311001	Filled	4025 MAINTAINER II	3	1	39,637	1,725	3	40,430	793	1,759	3	-	41,440	1,011	3	-	42,476	1,036	3	-
311001	Filled	4336 PAINTER II	2	1	49,504	1,404	2	50,494	990	1,432	2	-	51,756	1,262	2	-	53,050	1,294	2	-
311001	Filled	4025 MAINTAINER II	3	1	39,637	1,725	3	40,430	793	1,759	3	-	41,440	1,011	3	-	42,476	1,036	3	-
311001	Filled	4025 MAINTAINER II	3	1	39,637	1,725	3	40,430	793	1,759	3	-	41,440	1,011	3	-	42,476	1,036	3	-
311001	Filled	4341 PLUMBER	2	1	53,339	1,508	2	54,406	1,067	1,538	2	-	55,766	1,360	2	-	57,160	1,394	2	-
311001	Filled	4025 MAINTAINER II	3	1	39,637	1,725	3	40,430	793	1,759	3	-	41,440	1,011	3	-	42,476	1,036	3	-
311001	Filled	4311 ELECTRICIAN I	2	1	53,339	1,508	2	54,406	1,067	1,538	2	-	55,766	1,360	2	-	57,160	1,394	2	-
311001	Filled	4025 MAINTAINER II	3	1	39,637	1,725	3	40,430	793	1,759	3	-	41,440	1,011	3	-	42,476	1,036	3	-
311001	Filled	4025 MAINTAINER II	3	1	39,637	1,725	3	40,430	793	1,759	3	-	41,440	1,011	3	-	42,476	1,036	3	-
311001	Vacant	4341 PLUMBER	1	1	53,339	1,508	2	54,406	1,067	1,538	2	1,538	55,766	1,360	2	-	57,160	1,394	2	-
311001	Vacant	4331 MASON	0	1	51,415	1,456	2	52,443	1,028	1,485	1	1,485	53,754	1,311	2	1,522	55,098	1,344	2	-
311003	Filled	4026 MAINTAINER III	3	1	46,631	2,028	3	47,564	933	2,069	3	-	48,753	1,189	3	-	49,972	1,219	3	-
311003	Filled	4336 PAINTER II	2	1	49,504	1,404	2	50,494	990	1,432	2	-	51,756	1,262	2	-	53,050	1,294	2	-
311004	Filled	4027 MAINTAINER IV	3	1	49,972	2,171	3	50,971	999	2,214	3	-	52,246	1,274	3	-	53,552	1,306	3	-
311004	Filled	4026 MAINTAINER III	3	1	46,631	2,028	3	47,564	933	2,069	3	-	48,753	1,189	3	-	49,972	1,219	3	-
311004	Filled	4027 MAINTAINER IV	3	1	49,972	2,171	3	50,971	999	2,214	3	-	52,246	1,274	3	-	53,552	1,306	3	-
311004	Filled	4026 MAINTAINER III	3	1	46,631	2,028	3	47,564	933	2,069	3	-	48,753	1,189	3	-	49,972	1,219	3	-
311004	Filled	4025 MAINTAINER II	3	1	39,637	1,725	3	40,430	793	1,759	3	-	41,440	1,011	3	-	42,476	1,036	3	-
311004	Filled	4028 PUBLIC WORKS TEAM LEADER	1	1	60,125	2,506	4	61,328	1,203	2,556	2	2,556	62,861	1,533	3	2,620	64,432	1,572	4	2,685
311004	Filled	4027 MAINTAINER IV	3	1	49,972	2,171	3	50,971	999	2,214	3	-	52,246	1,274	3	-	53,552	1,306	3	-
311004	Filled	4027 MAINTAINER IV	3	1	49,972	2,171	3	50,971	999	2,214	3	-	52,246	1,274	3	-	53,552	1,306	3	-
311004	Filled	4026 MAINTAINER III	3	1	46,631	2,028	3	47,564	933	2,069	3	-	48,753	1,189	3	-	49,972	1,219	3	-
311004	Filled	4027 MAINTAINER IV	3	1	49,972	2,171	3	50,971	999	2,214	3	-	52,246	1,274	3	-	53,552	1,306	3	-
311004	Filled	4026 MAINTAINER III	3	1	46,631	2,028	3	47,564	933	2,069	3	-	48,753	1,189	3	-	49,972	1,219	3	-
311004	Filled	4026 MAINTAINER III	3	1	46,631	2,028	3	47,564	933	2,069	3	-	48,753	1,189	3	-	49,972	1,219	3	-
311004	Filled	4027 MAINTAINER IV	3	1	49,972	2,171	3	50,971	999	2,214	3	-	52,246	1,274	3	-	53,552	1,306	3	-
311004	Filled	4026 MAINTAINER III	3	1	46,631	2,028	3	47,564	933	2,069	3	-	48,753	1,189	3	-	49,972	1,219	3	-
311004	Filled	4026 MAINTAINER III	3	1	46,631	2,028	3	47,564	933	2,069	3	-	48,753	1,189	3	-	49,972	1,219	3	-
311004	Filled	4025 MAINTAINER II	3	1	39,637	1,725	3	40,430	793	1,759	3	-	41,440	1,011	3	-	42,476	1,036	3	-
311004	Filled	4007 PUBLIC WORKS DISPATCHER	2	1	44,694	2,035	2	45,588	894	2,075	2	-	46,728	1,140	2	-	47,896	1,168	2	-
311004	Filled	4026 MAINTAINER III	3	1	46,631	2,028	3	47,564	933	2,069	3	-	48,753	1,189	3	-	49,972	1,219	3	-
311004	Filled	4026 MAINTAINER III	3	1	46,631	2,028	3	47,564	933	2,069	3	-	48,753	1,189	3	-	49,972	1,219	3	-
311004	Filled	4026 MAINTAINER III	3	1	46,631	2,028	3	47,564	933	2,069	3	-	48,753	1,189	3	-	49,972	1,219	3	-
311004	Filled	4026 MAINTAINER III	3	1	46,631	2,028	3	47,564	933	2,069	3	-	48,753	1,189	3	-	49,972	1,219	3	-
311004	Filled	4026 MAINTAINER III	3	1	46,631	2,028	3	47,564	933	2,069	3	-	48,753	1,189	3	-	49,972	1,219	3	-
311004	Filled	4026 MAINTAINER III	2	1	46,631	2,028	3	47,564	933	2,069	3	2,069	48,753	1,189	3	-	49,972	1,219	3	-
311004	Filled	4026 MAINTAINER III	2	1	46,631	2,028	3	47,564	933	2,069	3	-	48,753	1,189	3	-	49,972	1,219	3	-
311004	Filled	4026 MAINTAINER III	2	1	46,631	2,028	3	47,564	933	2,069	3	-	48,753	1,189	3	-	49,972	1,219	3	-
311004	Filled	4026 MAINTAINER III	1	1	46,631	2,028	3	47,564	933	2,069	2	2,069	48,753	1,189	3	2,120	49,972	1,219	3	-
311004	Vacant	4026 MAINTAINER III	2	1	46,631	2,028	3	47,564	933	2,069	3	2,069	48,753	1,189	3	-	49,972	1,219	3	-
311004	Vacant	4025 MAINTAINER II	3	1	39,637	1,725	3	40,430	793	1,759	3	-	41,440	1,011	3	-	42,476	1,036	3	-
311005	Filled	4161 HEAVY EQUIPMENT MECHANIC	2	1	57,889	2,633	2	59,047	1,158	2,685	2	-	60,523	1,476	2	-	62,036	1,513	2	-
311005	Filled	4161 HEAVY EQUIPMENT MECHANIC	2	1	57,889	2,633	2	59,047	1,158	2,685	2	-	60,523	1,476	2	-	62,036	1,513	2	-
311005	Filled	4141 AUTOMOTIVE MECHANIC	2	1	50,596	1,430	2	51,608	1,012	1,459	2	-	52,898	1,290	2	-	54,221	1,322	2	-

Org	Record Type	Job Job Desc Code	Step	HC	FY2022 Base	Value of 1 Step	Max Step	FY2022 New Base (2%)	Value of 2% GWI	Value of 1 Step	FY22 Step Increase	Value of Step Increase (if applicable)	FY2023 Base (2.5%)	Value of 2.5% GWI	FY23 Step Increase	Value of Step Increase (If applicable)	FY2024 (2.5%)	Value of 2.5% GWI	FY23 Step Increase	Value of Step Increase (If applicable)
311007	Filled	4025 MAINTAINER II	3	1	39,637	1,725	3	40,430	793	1,759	3	-	41,440	1,011	3	-	42,476	1,036	3	-
311007	Filled	4025 MAINTAINER II	3	1	39,637	1,725	3	40,430	793	1,759	3	-	41,440	1,011	3	-	42,476	1,036	3	-
311007	Filled	4025 MAINTAINER II	3	1	39,637	1,725	3	40,430	793	1,759	3	-	41,440	1,011	3	-	42,476	1,036	3	-
311007	Filled	4025 MAINTAINER II	3	1	39,637	1,725	3	40,430	793	1,759	3	-	41,440	1,011	3	-	42,476	1,036	3	-
311007	Filled	4028 PUBLIC WORKS TEAM LEADER	1	1	60,125	2,506	4	61,328	1,203	2,556	2	2,556	62,861	1,533	3	2,620	64,432	1,572	4	2,685
311007	Filled	4025 MAINTAINER II	3	1	39,637	1,725	3	40,430	793	1,759	3	-	41,440	1,011	3	-	42,476	1,036	3	-
311007	Filled	4025 MAINTAINER II	3	1	39,637	1,725	3	40,430	793	1,759	3	-	41,440	1,011	3	-	42,476	1,036	3	-
311007	Filled	4025 MAINTAINER II	3	1	39,637	1,725	3	40,430	793	1,759	3	-	41,440	1,011	3	-	42,476	1,036	3	-
311007	Filled	4026 MAINTAINER III	3	1	46,631	2,028	3	47,564	933	2,069	3	-	48,753	1,189	3	-	49,972	1,219	3	-
311007	Filled	4028 PUBLIC WORKS TEAM LEADER	3	1	60,125	2,506	4	61,328	1,203	2,556	4	2,556	62,861	1,533	4	-	64,432	1,572	4	-
311007	Filled	4025 MAINTAINER II	3	1	39,637	1,725	3	40,430	793	1,759	3	-	41,440	1,011	3	-	42,476	1,036	3	-
311007	Filled	4026 MAINTAINER III	3	1	46,631	2,028	3	47,564	933	2,069	3	-	48,753	1,189	3	-	49,972	1,219	3	-
311007	Filled	4026 MAINTAINER III	3	1	46,631	2,028	3	47,564	933	2,069	3	-	48,753	1,189	3	-	49,972	1,219	3	-
311007	Filled	4025 MAINTAINER II	3	1	39,637	1,725	3	40,430	793	1,759	3	-	41,440	1,011	3	-	42,476	1,036	3	-
311007	Filled	4025 MAINTAINER II	3	1	39,637	1,725	3	40,430	793	1,759	3	-	41,440	1,011	3	-	42,476	1,036	3	-
311007	Filled	4026 MAINTAINER III	3	1	46,631	2,028	3	47,564	933	2,069	3	-	48,753	1,189	3	-	49,972	1,219	3	-
311007	Filled	4026 MAINTAINER III	3	1	46,631	2,028	3	47,564	933	2,069	3	-	48,753	1,189	3	-	49,972	1,219	3	-
311007	Filled	4025 MAINTAINER II	3	1	39,637	1,725	3	40,430	793	1,759	3	-	41,440	1,011	3	-	42,476	1,036	3	-
311007	Filled	4025 MAINTAINER II	3	1	39,637	1,725	3	40,430	793	1,759	3	-	41,440	1,011	3	-	42,476	1,036	3	-
311007	Filled	4026 MAINTAINER III	1	1	46,631	2,028	3	47,564	933	2,069	2	2,069	48,753	1,189	3	2,120	49,972	1,219	3	-
311007	Filled	4026 MAINTAINER III	1	1	46,631	2,028	3	47,564	933	2,069	2	2,069	48,753	1,189	3	2,120	49,972	1,219	3	-
311007	Filled	4025 MAINTAINER II	3	1	39,637	1,725	3	40,430	793	1,759	3	-	41,440	1,011	3	-	42,476	1,036	3	-
311007	Filled	6011 GARDENER	1	1	41,795	1,898	2	42,631	836	1,936	2	1,936	43,697	1,066	2	-	44,789	1,092	2	-
311007	Filled	4025 MAINTAINER II	3	1	39,637	1,725	3	40,430	793	1,759	3	-	41,440	1,011	3	-	42,476	1,036	3	-
311007	Filled	4025 MAINTAINER II	3	1	39,637	1,725	3	40,430	793	1,759	3	-	41,440	1,011	3	-	42,476	1,036	3	-
311007	Vacant	6011 GARDENER	2	1	41,795	1,898	2	42,631	836	1,936	2	-	43,697	1,066	2	-	44,789	1,092	2	-
311007	Vacant	4026 MAINTAINER III	3	1	46,631	2,028	3	47,564	933	2,069	3	-	48,753	1,189	3	-	49,972	1,219	3	-
311007	Vacant	4025 MAINTAINER II	3	1	39,637	1,725	3	40,430	793	1,759	3	-	41,440	1,011	3	-	42,476	1,036	3	-
311007	Vacant	4025 MAINTAINER II	3	1	39,637	1,725	3	40,430	793	1,759	3	-	41,440	1,011	3	-	42,476	1,036	3	-
311007	Vacant	4141 AUTOMOTIVE MECHANIC	0	1	50,596	1,430	2	51,608	1,012	1,459	1	1,459	52,898	1,290	2	1,495	54,221	1,322	2	-
311008	Filled	4028 PUBLIC WORKS TEAM LEADER	3	1	60,125	2,506	4	61,328	1,203	2,556	4	2,556	62,861	1,533	4	-	64,432	1,572	4	-
311008	Filled	4161 HEAVY EQUIPMENT MECHANIC	2	1	57,889	2,633	2	59,047	1,158	2,685	2	-	60,523	1,476	2	-	62,036	1,513	2	-
311008	Filled	4211 MAINTENANCE MECHANIC	1	1	43,667	1,983	2	44,540	873	2,022	2	2,022	45,654	1,114	2	-	46,795	1,141	2	-
311012	Filled	4017 TREE TRIMMER II	1	1	47,359	1,339	2	48,306	947	1,366	2	1,366	49,514	1,208	2	-	50,752	1,238	2	-
311012	Filled	4016 TREE TRIMMER I	2	1	45,812	2,080	2	46,728	916	2,122	2	-	47,896	1,168	2	-	49,094	1,197	2	-
311012	Filled	4016 TREE TRIMMER I	2	1	45,812	2,080	2	46,728	916	2,122	2	-	47,896	1,168	2	-	49,094	1,197	2	-
311080	Filled	4025 MAINTAINER II	3	1	39,637	1,725	3	40,430	793	1,759	3	-	41,440	1,011	3	-	42,476	1,036	3	-
311080	Filled	4026 MAINTAINER III	3	1	46,631	2,028	3	47,564	933	2,069	3	-	48,753	1,189	3	-	49,972	1,219	3	-
311080	Filled	4028 PUBLIC WORKS TEAM LEADER	1	1	60,125	2,506	4	61,328	1,203	2,556	2	2,556	62,861	1,533	3	2,620	64,432	1,572	4	2,685
311080	Filled	4026 MAINTAINER III	1	1	46,631	2,028	3	47,564	933	2,069	2	2,069	48,753	1,189	3	2,120	49,972	1,219	3	-
311080	Filled	4025 MAINTAINER II	3	1	39,637	1,725	3	40,430	793	1,759	3	-	41,440	1,011	3	-	42,476	1,036	3	-
311080	Filled	4025 MAINTAINER II	2	1	39,637	1,725	3	40,430	793	1,759	3	1,759	41,440	1,011	3	-	42,476	1,036	3	-
311080	Filled	4025 MAINTAINER II	2	1	39,637	1,725	3	40,430	793	1,759	3	1,759	41,440	1,011	3	-	42,476	1,036	3	-
311080	Vacant	4026 MAINTAINER III	3	1	46,631	2,028	3	47,564	933	2,069	3	-	48,753	1,189	3	-	49,972	1,219	3	-
420009	Filled	3515 HOUSING INSPECTOR	4	1	58,942	2,457	4	60,121	1,179	2,506	4	-	61,624	1,503	4	-	63,164	1,541	4	-
420009	Filled	3515 HOUSING INSPECTOR	4	1	58,942	2,457	4	60,121	1,179	2,506	4	-	61,624	1,503	4	-	63,164	1,541	4	-
420009	Filled	3515 HOUSING INSPECTOR	4	1	58,942	2,457	4	60,121	1,179	2,506	4	-	61,624	1,503	4	-	63,164	1,541	4	-
420009	Filled	3515 HOUSING INSPECTOR	4	1	58,942	2,457	4	60,121	1,179	2,506	4	-	61,624	1,503	4	-	63,164	1,541	4	-
420009	Filled	3515 HOUSING INSPECTOR	4	1	58,942	2,457	4	60,121	1,179	2,506	4	-	61,624	1,503	4	-	63,164	1,541	4	-
420009	Vacant	3515 HOUSING INSPECTOR	3	1	58,942	2,457	4	60,121	1,179	2,506	4	2,506	61,624	1,503	4	-	63,164	1,541	4	-
420009	Vacant	3515 HOUSING INSPECTOR	4	1	58,942	2,457	4	60,121	1,179	2,506	4	-	61,624	1,503	4	-	63,164	1,541	4	-
520001	Filled	4010 RODENT CONTROL INSPECTOR	4	1	49,998	2,083	4	50,998	1,000	2,125	4	-	52,273	1,275	4	-	53,580	1,307	4	-
520001	Filled	3603 WORKSITE MONITOR	4	1	49,829	2,077	4	50,826	997	2,118	4	-	52,096	1,271	4	-	53,399	1,302	4	-
520001	Filled	4010 RODENT CONTROL INSPECTOR	1	1	49,998	2,083	4	50,998	1,000	2,125	2	2,125	52,273	1,275	3	2,178	53,580	1,307	4	2,232
520017	Vacant	78 SR CLERK TYPIST - 1716	4	1	41,470	1,729	4	42,299	829	1,764	4	-	43,357	1,057	4	-	44,441	1,084	4	-
Total				235	11,001,959			11,221,998	220,039			109,366	11,502,548	280,550		56,531	11,790,112	287,564		22,824

		FY2022	FY2023	FY2024
	2% (Retro as of Jan 1.)	110,020	220,039	220,039
HC (Budgeted)	235			
AVG Salary	46,666	2.5%	280,550	280,550
		2.5%		287,564
			110,020	500,589
				788,153

	Duration	GWIs ¹	Hours/Week	Overtime	1716 - Emergency Telecom Dispatcher	1716 - Maintainer I	1716 - Maintainer II	1716 - Maintainer III	1716 - Maintainer IV	1716 - Public Works Team Leader		
NORWALK												
	Duration	GWIs	Hours/Week	Overtime								
AFSCME, AFL-CIO Local 2405	2016 - 2020	1/1/18: 1.10% 7/1/18: 1.25% 1/1/19: 1.10% 7/1/19: 1.25% 1/1/20: 1.10%	40	Time & one-half in excess of 8 hrs/day or 40 hrs/week	Telecommunicator I Eff: 7/1/20		Maintainer I Eff: 7/1/20		Maintainer II Eff: 7/1/20		Maintainer III Eff: 7/1/20	
					\$57,384 - \$73,244	\$27,4828 - \$35,0785	\$49,574 - \$63,264	\$23,7423 - \$30,2989	\$52,051 - \$66,437	\$24,9286 - \$31,8185	\$57,384 - \$73,244	\$27,4828 - \$35,0785
NEW HAVEN												
UE Local 222 CILU/CIPU Local 71	2015-2020	7/1/18: 2.25% 7/1/19: 2.5%	40	Time & one-half in excess of 8 hrs/day or 40 hrs/week	Property Maintenance Worker Eff: 7/1/19		Property Maintenance Worker II Eff: 7/1/19		Park Foreperson Eff: 7/1/19			
					\$41,480 - \$48,683		\$56,605 - \$65,775		\$52,147 - \$61,733			
AFCSME/AFL-CIO 3144 Mgmt/Prof	2015-2020	7/1/18: 2.25% 7/1/19: 2.5%	see notes	None - exempt						Public Works Supervisor/ Foreperson Eff: 7/1/19 40 hrs/wk		
										\$44,818 - \$70,995	\$21,5471 - \$34,1322	
UPSEU Local 424	2016 - 2021	7/1/18: 2.5% 7/1/19: 2.25% 7/1/20: 2.5%	40	Time & one-half in excess of 8 hrs/day or 40 hrs/week								
BLOOMFIELD												
TEAMSTERS Local 671	2019-2022	7/1/19: 2.3% 7/1/20: 0% 7/1/21: 2.3%	40	Time & one-half in excess of 8 hrs/day or 40 hrs/week	Building Maintainer Eff: 7/1/21		Maintainer II Eff: 7/1/21		Lead Building Maintainer Eff: 7/1/21		Working Foreman Eff: 7/1/21	
					\$52,770 - \$59,363	\$25.37 - \$28.54	\$59,446 - \$66,893	\$25.58 - \$32.16	\$68,058 - \$76,587	\$32.72 - \$36.82	\$75,379 - \$84,885	\$36.24 - \$40.81
UPSEU Local 424 Clerical	2019 - 2022	7/1/19: 2.3% 7/1/20: 0% 7/1/21: 2.3%	35	Time & one-half in excess of 40 hrs/week								
MANCHESTER												
CSEA/SEIU Local 2001 Supervisory	2020 - 2023	7/1/20: 1% 7/1/21: 1% 7/1/22: 1%	40								Working Foreman (Grade 8108) Eff: 7/1/22	
					\$70,617 - \$80,563	\$33,9506 - \$38,7321						
Teamsters Local 671 Public Works	2019 - 2022	7/1/19: 2% 7/1/20: 2.25% 7/1/21: 2.25%	40	Time & one-half in excess of workday, dbl on Sun. if not within work week.	Maintainer I Eff: 7/1/21		Maintainer II Eff: 7/1/21		Maintainer III Eff: 7/1/21			
					\$50,349 - \$64,195	\$24,2062 - \$30,8628	\$57,541 - \$68,561	\$27,6641 - \$32,9619	\$61,138 - \$71,549	\$29,3933 - \$34,3985		
CSEA/SEIU Local 2001 Residual	2019 - 2022	7/1/20: 2% 7/1/21: 1% 7/1/22: 1%	40									
MEU Local 991	2016 - 2019	7/1/16: 2.5% 7/1/17: 2% 7/1/18: 2%	37.5		Public Safety Dispatcher (446D) Eff: 7/1/18		Janitor (481D) Eff: 7/1/18					
					\$53,680 - \$63,475	\$25,8079 - \$30,5169	\$40,873 - \$48,369	\$19,6504 - \$23,2544				

	Duration	GWIs ¹	Hours/Week	Overtime	1716 - Emergency Telecom Dispatcher	1716 - Maintainer I	1716 - Maintainer II	1716 - Maintainer III	1716 - Maintainer IV	1716 - Public Works Team Leader
ROCKY HILL										
	Duration	GWIs	Hours/Week	Overtime		Maintainer I Eff: 7/1/22	Maintainer II Eff: 7/1/22	Maintainer III Eff: 7/1/22		Crew Leader Eff: 7/1/22
NAGE Local 288	2019 - 2023	7/1/21: 2.95% 7/1/22: 3 % 7/1/23: 3.25%	40	Time & one-half in excess of 8 hrs/day or 40 hrs/week		\$33.94 - \$37.79	\$35.89 - \$39.79	\$39.06 - \$43.22		\$90,189 - \$101,816 \$43.36 - \$48.95
IBPO Local 316	2017 - 2021	7/1/17: 2.75% 7/1/18: 3 % 7/1/19: 3 % 7/1/20: 3.25%	40	Time & one-half in excess of 40 hrs/week	Dispatcher Eff: 7/1/20 \$57,941 - \$75,803 \$27.86 - \$36.44					
STAMFORD										
	Duration	GWIs	Hours/Week	Overtime						
IUOE Local 30	2015 - 2019	7/1/15: 2.25% 7/1/16: 2.25 % 7/1/17: 2.5 % 7/1/18: 2.75%	37.5	Time & one-half in excess of 40 hrs/week						
BOE Custodians	2013 - 2025	7/1/15: 2.25% 7/1/16: 2.5 % 7/1/17: 2.5 %	37.5	Time & one-half in excess of 40 hrs/week		Custodian Aide Eff: 7/1/18 \$43,402 - \$47,930	Custodian/Driver Eff: 7/1/18 \$45,631 - \$58,864		Head Custodian - Days Eff: 7/1/18 \$66,359	Grounds Crew Supervisor Eff: 7/1/18 \$73,161
WATERBURY										
	Duration	GWIs	Hours/Week	Overtime		Maintainer I Eff: 7/1/21	Maintainer II Eff: 7/1/21	Maintainer III Eff: 7/1/21		Street Dept Foreman Eff: 7/1/21
AFSCME, AFL-CIO Local 353 Blue collar	2018 - 2022	7/1/19: 2 % 7/1/20: 0 % 7/1/21: 2.2 %	40	Time & one-half in excess of 8 hrs/day or 40 hrs/week		\$15.54 - \$18.90	\$16.75 - \$20.41	\$18.95 - \$23.06		\$24.75 - \$30.12
Local 1339 IAFF AFL-CIO Firefighter Unit	2017 - 2021	7/1/18: 2.75 % 7/1/19: 2.75 % 7/1/20: 2.75 %			F/F Dispatcher Eff: 7/1/20 \$68,431 - \$73,872 \$1,315.99 - \$1,420.62					
EAST WINDSOR										
	Duration	GWIs	Hours/Week	Overtime		Maintainer II Eff: 7/1/22	Maintainer I Eff: 7/1/22			Working Foreman Eff: 7/1/22
AFSCME, AFL-CIO Local 1303 Public Works	2020 - 2023	7/1/20: 1.25 % 7/1/21: 1.85% 7/1/22: 2%	40	Time & one-half in excess of 8 hrs/day or 40 hrs/week		their ranking is opposite Hartford \$28.06	their ranking is opposite Hartford \$32.94			\$36.12
AFSCME, AFL-CIO Local 1303 Dispatchers	2021 - 2024	7/1/21: 2 % 7/1/22: 2.25% 7/1/23: 2.25%	40	Time & one-half in excess of 8 hrs/day or 40 hrs/week	Dispatcher Eff: 7/1/22 \$55,780 - 70,816					

1716 EMERGENCY TELECOM DISPATCHER,

	Duration	GWIs ¹	1716 - Automotive Mechanic		1716 - Heavy Equipment Mechanic		1716 - Housing Inspector		holidays	vacation	sick	insurance - high deductible/PPO/%
HARTFORD Proposed 1716			\$49,166 - \$50,596	\$23.6375 - \$24.325	\$55,250 - \$57,889	\$26.5625 - \$27.8313	\$51,571 - \$58,942	\$24.7938 - \$28.3375	12	1 day per month, up to 10 days <1 yr 10 days - 1 to 4 yrs 15 days - 5 to 14 yrs 20 days - 15+ yrs	Earn 10 hours per month; up to 120 hours per year	HDHP with Health Savings Account Deduc = \$2,000/\$4,000 Co-Insurance = 100% OOP Max = \$3,000/\$6,000 Health Savings Account Fund = 50% (to be funded 2x per year instead of the current 3x per year) Cost = 15% to EE
BRIDGEPORT	Duration	GWIs										
AFSCME 1303-468	2015-2020	7/1/18: 2% 7/1/19: 2%			Fleet Mechanic Eff: 7/1/19				12	4 personal days/yr up to 1 week <1 yr 10 days - 1 to 4 yrs 15 days - 5 to 9 yrs 20 days - 10 to 19 yrs 25 days - 20+ yrs	10 days/yr (5 in July, 5 in January) - 230 max	Open Access Plus Plan - no deductible 25% emp contr. w/1% increase each yr max 50% Prescription max \$1000/yr - add'l 80% City Dental \$25 deductible & Vision Svc Plan
AFSCME 1522	2014-2019	7/1/17: 2.5% 7/1/18: 2%			Fleet Mechanic Eff: 7/1/18				12	4 personal days/yr up to 1 week <1 yr 10 days - 1 to 4 yrs 15 days - 5 to 9 yrs 20 days - 10 to 19 yrs 25 days - 20+ yrs	10 days/yr (5 in July, 5 in January) - 230 max	Open Access Plus Plan - no deductible 25% emp contr. w/1% increase each yr max 50% Prescription max \$1000/yr - add'l 80% City Dental \$25 deductible & Vision Svc Plan
EAST HARTFORD	Duration	GWIs										
CSEA Local 2001 SEIU	2017 - 2021	7/1/17: 2 % 7/1/18: 2 % 7/1/19 1 % 7/1/20: 1 %					Housing Specialist Eff: 7/1/20		12 + Employee birthday	10 days <5 yrs 15 days - 5 to 9 yrs 20 days - 10 to 14 yrs +1 day for each yr after 15 yrs cap 25 days	1.25 days/mth - no cap Perfect attendance - earn 1 day per qtr-cap 4	PPO w/Blue View Vision Rider & Triple Option Dental 24% emp contr. HDHP (\$2000/\$4000 -100% in network/80% out) w/prescription coverage & Vision Rider 10% emp contr.
AFSCME Local 1174	2017 - 2021	7/1/18: 2 % 7/1/19: 2 % 7/1/20 1 % 7/1/21: 1 %	Mechanic I Eff: 7/1/20		Mechanic II Eff: 7/1/20				12	up to 1 week <1 yr 10 days - 1 to 4 yrs 15 days - 5 to 9 yrs 20 days - 10 yrs +1 day for each yr after 15 yrs cap 25 days	1.25 days/mth - no cap Perfect attendance - earn 1 day per qtr-cap 5	HDHP - \$1500/\$3000 w/prescription coverage & Vision Rider 10% emp contr. PPO option (for those unable to participate in employer funded HSA) at same contr.
WEST HARTFORD	Duration	GWIs										
CSEA 2001, Grounds Maintenance Unit	2013-2017	7/1/15: 2.25% 7/1/16: 2.25%			Equipment Mechanic Eff: 7/1/16				11 plus 2 floaters (Lincoln's birthday & employee's)	2 wks 1 to 4 yrs 3 wks - 5 to 13 yrs 4 wks - 14 to 23 yrs 5 wks - 24+ yrs + 1 add'l day per year 10 to 13 yrs & 20 to 24 yrs	1.25 days/mth - 150 days cap	PPO 17% emp contr. HDHP (\$1500 in/out) w/HSA (50% of deductible) 16% emp contr.
CSEA 2001, Supervisory Unit	2013-2017	7/1/15: 2.25% 7/1/16: 2.25%							11 plus 2 floaters (Lincoln's birthday & employee's)	2 wks 1 to 4 yrs 3 wks - 5 to 13 yrs 4 wks - 14 to 23 yrs 5 wks - 24+ yrs + 1 add'l day per year 10 to 13 yrs & 20 to 24 yrs	1.25 days/mth - 150 days cap	PPO 17% emp contr. HDHP (\$1500 in/out) w/HSA (50% of deductible) 16% emp contr.
AFL-CIO 1142	2014-2018	7/1/16: 2.25% 7/1/17: 2.25%	Heavy Equipment & Auto Mechanic Eff: 7/1/17		Heavy Equipment and Auto Mechanic Eff: 7/1/17				11 plus 2 floaters (Lincoln's birthday & employee's)	2 wks 1 to 4 yrs 3 wks - 5 to 13 yrs 4 wks - 14 to 23 yrs 5 wks - 24+ yrs + 1 add'l day per year 10 to 13 yrs & 20 to 24 yrs	1.25 days/mth - 150 days cap	PPO 17% emp contr. HDHP (\$1500 in/out) w/HSA (50% of deductible) 16% emp contr.
CSEA 2001, Professional/Mgmt Unit	2013-2017	7/1/15: 2.25% 7/1/16: 2.25%					Building or Construction Inspector Eff: 7/1/16		11 plus 2 floaters (Lincoln's birthday & employee's)	2 wks 1 to 4 yrs 3 wks - 5 to 13 yrs 4 wks - 14 to 23 yrs 5 wks - 24+ yrs + 1 add'l day per year 10 to 13 yrs & 20 to 24 yrs	1.25 days/mth - 150 days cap	PPO 17% emp contr. HDHP (\$1500 in/out) w/HSA (50% of deductible) 16% emp contr.
CSEA 2001, Building Maintenance Unit	2013-2017	7/1/15: 2.25% 7/1/16: 2.25%							11 plus 2 floaters (Lincoln's birthday & employee's)	2 wks 1 to 4 yrs 3 wks - 5 to 13 yrs 4 wks - 14 to 23 yrs 5 wks - 24+ yrs + 1 add'l day per year 10 to 13 yrs & 20 to 24 yrs	1.25 days/mth - 150 days cap	PPO 17% emp contr. HDHP (\$1500 in/out) w/HSA (50% of deductible) 16% emp contr.
CSEA 2001, Public Safety Dispatchers Unit	2013-2017	7/1/15: 2.25% 7/1/16: 2.25%							13 plus employee's birthday	2 wks 1 to 4 yrs 3 wks - 5 to 13 yrs 4 wks - 14 to 23 yrs 5 wks - 24+ yrs + 1 add'l day per year 10 to 13 yrs & 20 to 24 yrs	1.25 days/mth - 150 days cap	PPO 17% emp contr. HDHP (\$1500 in/out) w/HSA (50% of deductible) 16% emp contr. Prescription plan & Basic Vision plan

	Duration	GWs ¹	1716 - Automotive Mechanic	1716 - Heavy Equipment Mechanic	1716 - Housing Inspector	holidays	vacation	sick	insurance - high deductible/PPO/%	
NORWALK										
	Duration	GWs								
AFSCME, AFL-CIO Local 2405	2016 - 2020	1/1/18: 1.10% 7/1/18: 1.25% 1/1/19: 1.10% 7/1/19: 1.25% 1/1/20: 1.10%	Class I Mechanic Eff: 7/1/20		Class I Mechanic - Full ASE Eff: 7/1/20	Permit Inspector Eff: 7/1/20 37.5 hrs/wk	12	3 personal days/yr 10 days - 1 to 4 yrs 15 days - 5 to 9 yrs 20 days - 10 to 20 yrs 25 days - 20+ yrs	15 days/yr - 150 day cap	State of CT Plan 2.0 14% emp contr.
			\$63,264 - \$80,753	\$30,2989 - \$38,6748	\$69,754 - \$89,037	\$33,4071 - \$42,6422				
NEW HAVEN										
	Duration	GWs								
UE Local 222 CLU/CIPU Local 71	2015-2020	7/1/18: 2.25% 7/1/19: 2.5%	Mechanic Eff: 7/1/19			11 plus 1 floater	3 personal days/yr 2 wks <5 yrs, +1 yr 3 wks >5 yrs 4 wks >12 yrs 5 wks >20 yrs	1.25 days/mth - 150 days cap <i>Personal days earned for perfect attendance - 5 or less = 1 day, 3 or less = 2 days, + \$100 for 6 months no absences</i>	HDHP 10% (\$2000 in/out - w/HSA 50% of deductible) Comp Mix 20% POE 24% PPO 25%	
			\$59,447 - \$68,615	\$28,5803 - \$32,9880						
AFSCME/AFL-CIO 3144 Mgmt/Prof	2015-2020	7/1/18: 2.25% 7/1/19: 2.5%				11 plus 1 floater	2 personal days/yr 2 wks <5 yrs, +1 yr 3 wks >5 yrs 4 wks >20 yrs	1.25 days/mth - 150 days cap	HDHP 10% (\$2000 in/out - w/HSA 50% of deductible) Comp Mix 20% POE 24% PPO 25%	
UPSEU Local 424	2016 - 2021	7/1/18: 2.5% 7/1/19: 2.25% 7/1/20: 2.5%	Mechanic B Eff: 7/1/20		Mechanic A Eff: 7/1/20	11 plus 1 floater	3 personal days/yr 2 wks <5 yrs, +1 yr 3 wks >5 yrs 4 wks >15 yrs	1.25 days/mth - 150 days cap	HDHP 10.5% (\$2000 in/out - w/HSA 50% of deductible) Comp Mix 20.5% POE 24.5% PPO 26%	
				\$28.63						\$31.64
BLOOMFIELD										
	Duration	GWs								
TEAMSTERS Local 671	2019-2022	7/1/19: 2.3% 7/1/20: 0% 7/1/21: 2.3%	Vehicle Mechanic Tech (Non-CDL) Eff: 7/1/21		Vehicle Mechanic Tech (CDL) Eff: 7/1/21	11	4 personal days/yr 5 days - 6 mths 10 days - 1 to 4 yrs 15 days - 5 to 9 yrs 20 days - 10 yrs +1 add'l day for each year starting year 11 25 days - 15 to 19 yrs 30 days - +20 yrs	15 days/yr 150 days cap	PPO 24% emp contr. or HDHP (\$2000/\$4000 -HRA 50% contr.) 17% emp contr.	
			\$64,418 - \$72,509	\$30,97- \$34.86	\$66,373 - \$74,714					\$31.91- \$35.92
UPSEU Local 424 Clerical	2019 - 2022	7/1/19: 2.3% 7/1/20: 0% 7/1/21: 2.3%			Asst Bldg Official/Health Inspect/Zoning Enforc Off Eff: 7/1/21	11	4 personal days/yr 5 days - 6 mths 10 days - 1 to 4 yrs 15 days - 5 to 9 yrs 20 days - 10 yrs	15 days/yr 150 days cap	PPO 23.5% emp contr. or HDHP (\$2000/\$4000 -HRA 50% contr.) 16% emp contr.	
MANCHESTER										
	Duration	GWs								
CSEA/SEIU Local 2001 Supervisory	2020 - 2023	7/1/20: 1% 7/1/21: 1% 7/1/22: 1%			Working Master Mechanic (Grade 810B) Eff: 7/1/22	14	15 days <6 yrs 17 days - 6 to 10 yrs 20 days -11 to 20 yrs 25 days -21 yrs +	1 day per mth	OAP Plus 18% emp contr. HDHP 15% (\$2000/\$4000 - w/HSA 50% of deductible)	
			\$70,617 - \$80,563	\$33,9506 - \$38,7321						
Teamsters Local 671 Public Works	2019 - 2022	7/1/19: 2% 7/1/20: 2.25% 7/1/21: 2.25%	Mechanic I Eff: 7/1/21		Mechanic II Eff: 7/1/21	13	1 personal day available upon request 13 days <6 yrs 15 days - 6 to 10 yrs 20 days -11 to 20 yrs 25 days -21 yrs +	1 day per mth	HDHP 14% (\$2000/\$4000 - w/HSA 50% of deductible)	
			\$37,762 - \$41,358	\$18,1547- \$19,8836	\$57,541 - \$70,913					\$27,6641- \$34,0928
CSEA/SEIU Local 2001 Residual	2019 - 2022	7/1/20: 2% 7/1/21: 1% 7/1/22: 1%			Asst Chief Bldg Inspector/Zoning Enforcement Off	13	15 days <6 yrs 20 days - 6 to 10 yrs 23 days -11 to 15 yrs 25 days -16 yrs +	1 day per mth	OAP Plus 17% emp contr. HDHP 14% (\$2000/\$4000 - w/HSA 50% of deductible)	
			\$57,798 - \$74,129	\$29,6398 - \$38,0148						
MEU Local 991	2016 - 2019	7/1/16: 2.5% 7/1/17: 2% 7/1/18: 2%			Jr. Construction Inspector (451D) Eff: 7/1/18	13	1 personal day available upon request 13 days <6 yrs 15 days - 6 to 10 yrs 20 days -11 to 20 yrs 25 days -21 yrs +	1 day per mth	OAP Plus 16% emp contr. OAP Basic 13% emp contr. HDHP 12% (\$2000/\$4000 - w/HSA 50% of deductible)	
			\$55,885 - \$66,107	\$26,8678 - \$31,7823						

	Duration	GWIs ¹	1716 - Automotive Mechanic	1716 - Heavy Equipment Mechanic	1716 - Housing Inspector	holidays	vacation	sick	insurance - high deductible/PPO/%	
ROCKY HILL										
	Duration	GWIs	Mechanic Eff: 7/1/22				5 personal days/yr 5 days - 6 mths 10 days - 1 to 3 yrs 12 days - 4 yrs 15 days - 5 to 6 yrs 16 days - 7 to 8 yrs	1.5 days/mth no limit	HDHP 14% (\$2000/\$4000 - w/HSA 50% of deductible)	
NAGE Local 288	2019 - 2023	7/1/21: 2.95% 7/1/22: 3 % 7/1/23: 3.25%		\$37.08- \$42.35		12				
IBPO Local 316	2017 - 2021	7/1/17: 2.75% 7/1/18: 3 % 7/1/19: 3 % 7/1/20: 3.25%				11 plus 1/2 day before Christmas and New Year's Day	5 personal days/yr 5 days - 6 mths 10 days - 1 to 4 yrs 15 days - 5 to 9 yrs 20 days - 10 to 14 yrs +1 add'l day for each year starting year 15 max	1.5 days/mth no limit	16% PPO - Group Medical Insurance w/prescription rider HSA option (\$2500/\$5000 - \$0 office/hospital/wellness fees after deductible achieved)	
STAMFORD										
	Duration	GWIs	Shop Mechanic/Storekeeper Eff: 7/1/18		Master Mechanic - Fire Dept Eff: 7/1/18			3 personal days/yr 6 days - +6 mths 12 days - 1 to 5 yrs 15 days - 6 to 9 yrs 20 days - 10 + yrs	1.25 days/mth - 150 days cap	HDHP 12% (City cover 55% of deductible)
IUOE Local 30	2015 - 2019	7/1/15: 2.25% 7/1/16: 2.25 % 7/1/17: 2.5 % 7/1/18: 2.75%	\$61,444 - \$66,443	\$31.5096- \$34.0731	\$65,420 - \$79,252	\$33.5485- \$40.6422	12.5 (after noon Christmas Eve)			
BOE Custodians	2013 - 2025	7/1/15: 2.25% 7/1/16: 2.5 % 7/1/17: 2.5 %				12.5 (after noon Christmas Eve) + 1 floater	3 personal days/yr 12 days - < 6 yrs 15 days - 6 to 9 yrs 20 days - 10 to 19 yrs +1 add'l day for each year starting year 20 max 25	1 day/mth		
WATERBURY										
	Duration	GWIs	Automotive Mechanic Eff: 7/1/21				3 personal days/yr 2 weeks - 1 to 5 yrs 3 weeks - 6 yrs +1 day/year max 4 weeks - 7+ yrs	1.25 days/mth - 180 days cap	OAP Plan - contribution equal to HDHP plus difference b/w full premium amounts HDHP 19% (\$2000/\$4000 - w/HSA 45% of deductible) Plans include Prescription and Dental	
AFSCME, AFL-CIO Local 353 Blue collar	2018 - 2022	7/1/19: 2 % 7/1/20: 0 % 7/1/21: 2.2 %		\$27.13 - \$32.57		12				
Local 1339 IAFF AFL-CIO Firefighter Unit	2017 - 2021	7/1/18: 2.75 % 7/1/19: 2.75 % 7/1/20: 2.75 %				13	3 personal days/yr 48 hrs - < 1 yr 120 hrs - 1 to 9 yrs 156 hrs - 10 to 14 yrs 168 hrs - 15 to 19 yrs 180 hrs - 20+ yrs	10 hrs/mth		
EAST WINDSOR										
	Duration	GWIs	Maintainer Mechanic Eff: 7/1/22				4 personal days/yr 10 days - 1 to 5 yrs 15 days - 6 to 10 yrs 20 days - 11+ yrs	1.25 days/mth - 160 days cap	State of CT Plan 2.0 15% emp contr.	
AFSCME, AFL-CIO Local 1303 Public Works	2020 - 2023	7/1/20: 1.25 % 7/1/21: 1.85% 7/1/22: 2%		\$33.60		12				
AFSCME, AFL-CIO Local 1303 Dispatchers	2021 - 2024	7/1/21: 2 % 7/1/22: 2.25% 7/1/23: 2.25%				11 plus one floater	5 personal days/yr 5 days - <1 yr 10 days - 1 to 4 yrs 15 days - 5 to 9 yrs 20 days - 10 to 20 yrs 25 days - 20+ yrs	1 day/mth <3 yrs 1.25 days/mth - 4 to 6 yrs 1.5 days/mth - 7+ yrs	7/1/21: 13.25% emp contr. 7/1/22: 14% emp contr. 7/1/23: 15% emp contr.	

City of Hartford
 FY2022 Mitigation Efforts Update
 Through 3-31-22 (Report as of 4-21-22)

Initiative	Savings/ Increased Revenues Estimated (Annual)	Savings/ Increased Revenue Year-to-Date - FY2022 (One Time)	Savings/ Increased Revenue Year-to-Date - FY2022 (Multi-Year)	Savings/ Increased Revenue Future Years	Remaining Savings/ Revenues to Recognize to Meet Goal	Steps to Take
REVENUE:						
1 Tax Collection Efforts (Estimated Additional Annual Revenues \$300K-\$500K)	\$300,000	\$0 \$239,417 \$0 \$239,417	\$0 \$0	\$0 \$0	\$60,583	<p>1) Annual Tax Deed Sale – process beings around June (revenue typically exceeds budget annually) Through February 16, 2022, 16 redemptions have occurred from properties on the tax deed sale list totaling \$693k; 34 properties remain on the list with a target sale date of March/April 2022. UPDATE 3-16-22 - Sale set to happen in June/July due to title search delays.</p> <p>2) License Plate Scanning & Compliance – 3rd party agreement with 50/50 split of revenue and work performed throughout the year by 3rd party (revenue not budgeted) - through 3-31-22</p> <p>3) Personal Property Audits – ongoing efforts using in-house staff</p>
2 Private Duty Jobs and Other Receivable Collection Efforts (Estimated Additional Annual Revenues \$250,000-\$350,000)	\$250,000	\$20,450			\$229,550	<p>1) City to review outstanding receivables (non-tax) to assess collection steps based on type of service provided, date of service and amounts (By July 31, 2021) As of 10-13-21, we have sent out second requests for payment for over \$50k of blight and citations invoices related to trash clean up; continue to work with other departments to determine how best to collect on unpaid invoices. UPDATE ON PROGRESS 11-9-21: We are receiving payments on the invoices sent out for payment which were old, though not a significant amount. We intend to send batches to collections or to the tax collector by the end of November 2021. Progress on this continues. UPDATE ON PROGRESS 12-6-21: Working with DPW on a more streamlined process. OMBG will work with DPW to report unpaid invoices to the tax collectors office on a regular basis starting in calendar year 2022.</p> <p>UPDATE ON PROGRESS 4-20-22 - sent \$36k in DPW receivables to collection agency on 4/5/22 and \$31k was attached to tax bills as of 3/31/22</p> <p>2) City to engage with collection agency and begin to assign past due invoices (by August 2021) Through March 2022, the City has assigned \$135,370 to collections, \$4,088 was cancelled for various reasons, and \$20,450 has been collected</p> <p>3) City to establish written procedures on collection efforts for outstanding receivables going forward (by August 2021) We are working with Revenue Services LLC and various City Departments to determine the best practices for City collections and continue to refine our policies and procedures. Also, OMBG is in the process of promoting a staff member to serve as the Assistant Director - Revenue. This person will work on overseeing the collections process going forward. This transition is expected to be finalized prior to November 1, 2021. UPDATE ON PROGRESS - This transition will officially take place in December 2021. Written procedures will continue to be reviewed, with a goal of finalization by June 2022.</p>

City of Hartford
 FY2022 Mitigation Efforts Update
 Through 3-31-22 (Report as of 4-21-22)

<p>3 Grant Opportunities (Estimated Additional Annual Revenues Amount Varies by Grant)</p>	<p>\$2,000,000</p>	<p>\$0 \$0 \$0 \$200,000 \$0 \$200,000</p>	<p>\$0 <u>\$500,000</u> \$500,000</p>	<p>\$1,875,000 \$1,875,000</p>	<p>\$1,300,000</p>	<p>The Grants Department is actively seeking new grants which meet our core objectives. This is an ongoing effort. (<i>City to distinguish between operations and CIP below.</i>) Current significant grant opportunities currently on deck include (but are not limited to) - 1) DOT - Rebuilding American Infrastructure with Sustainability and Equity (RAISE) \$5m-\$25m; FY2022 to FY2026 Did not apply for in FY2022 - see notes below 2) CT DEEP - LWCF State and Local Assistance Program and Outdoor Recreation Legacy Partnership (ORLP) Program \$300k-\$5m; FY2022 Did not apply for in FY2022 3) DOT - Pilot Program for Transit-Oriented Development (TOD) Planning \$200k-\$250k; FY2022 Will be applying for various grants under the Infrastructure plan - see notes below 4) Other grants not previously awarded related to operating or CIP expenditures Brownfield grant received in 2Q22 5) COPS Grant (not budgeted) Available for 3 years of salary payments for Police Officers; will likely use in FY2023-FY2026 6) 'Smart Policing' Federal Grant focused on responses to non-fatal shootings (not budgeted) As of Number 9, 2021, the City has applied for, or is working on applicants for, a significant number of new grants. We will report out on the dollars received upon award of new grants in the future. UPDATE 11-30-21: Meeting monthly to review the grants available through the Infrastructure bill to determine projects available to best meet the requirements. Updates will be provided as funding is awarded.</p>
EXPENDITURES:						
<p>4 Energy Efficiency Opportunities (Estimated Additional Annual Savings \$350,000-\$400,000) REVISED in NOVEMBER 2021</p>	<p>\$69,000</p>	<p>\$0</p>			<p>\$69,000</p>	<p>The Energy Division is managed by a dedicated individual who manages all energy projects throughout the City. They work with departments to track progress and savings. These are ongoing efforts. The City will include updates in future reports on savings to date by project. Refer to attachment for update from September 2021 report. Updated potential savings to be more in line with new report from our energy office. Potential for future year savings on projects in the planning phase. Total savings estimates will be calculated as projects are determined. Will revise savings estimates accordingly. UPDATE ON PROGRESS 2-16-22: The City's Director of Sustainability left the City in January 2022. The Assistant to the Director for Facilities and Energy will be moving many of the open projects forward while we work to replace the Director.</p>
<p>5 Strengthening Golf Course Enterprise Operations (Estimated Additional Annual Savings \$100,000)</p>	<p>\$100,000</p>	<p>\$0</p>			<p>\$100,000</p>	<p>The City hired a new Golf Operations Manager in March 2021. Due in large part to the pandemic limiting the number of activities individuals could participate in, golf saw a significant increase in customers. For FY2021, there continues to be a surplus in the golf fund. Therefore, the \$240k set-aside will be repurposed. For FY2022, the City is only including a set-aside of \$100k with the hope that it will not be needed to fill any gaps in the coming year. The continued improvement in the golf operations is expected to continue in future years. This will be updated at the end of the fiscal year upon Golf account reconciliation. UPDATE as of 4/20/22 - Cash balance strong for golf operations; very likely this will be a full savings at year-end.</p>

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<p>6 Workers Compensation Cost Reduction Strategies (Estimated Additional Annual Savings \$75,000-\$200,000)</p>	<p>\$150,000</p>	<p>\$0</p>	<p>\$61,548</p>	<p>\$246,192</p>	<p>\$88,452</p>	<p>Workers Compensation is managed as part of our Safety & Risk Department. The City is currently negotiating a contract with a TPA to ensure additional savings by using new tools to manage both risk and payments out related to workers' compensation.</p> <p>1) Negotiating a lower annual admin rate Annual amount for (5) years (includes BOE savings) total = \$307,740</p> <p>2) Planning to use a 24-hour triage nurse line in lieu of urgent care visits, when possible Currently piloting in DPW; plans to roll out to HPF and HFD in 3rd quarter 2021 UPDATE FOR OCTOBER 2021 REPORT: Program is being set up in HFD for rollout in the coming months. It is likely that both will be set up in the first quarter of calendar year 2022. Since the inception of the program at DPW we have decreased the number of lost time claims by 41.7% (36 in calendar year 2020 vs 21 YTD in calendar year 2021). The average cost of a loss time claim has also decreased by 20% for the same period. We continue to monitor the claims closely to ensure fiscally responsible management of the workers' compensation program.</p> <p>UPDATE ON PROGRESS 2-16-22: Tracking to spend approx. \$1m less in FY2022 then in FY2021; Current average claim spend in FY22 is 23.2% lower than FY21; Number of claims over \$100k is decreasing (FY2020=14, FY2021=18, FY2022 through 1/31/22=6)</p> <p>3) Closely working with TPA to review program for other efficiencies Currently working to set up Safety Committees in required locations to qualify for a Managed Care Plan option for WC which will save significant dollars.</p>
<p>7 Cost Reduction Strategies Through Procurement Efforts (Estimated Additional Annual Savings of at Least \$300k Annually)</p>	<p>\$300,000</p>	<p>\$0 \$0 \$0 \$0 \$0 <u>\$0</u> \$0</p>	<p>\$0 \$0 \$120,000 \$3,333 \$0 <u>\$5,034</u> \$128,367</p>	<p>\$0</p>	<p>\$171,633</p>	<p>In FY2021, the City negotiated an office supply contract which is set to save the City approx. \$128k annually. The City is hiring a Project Manager in FY2022 to take on additional cost reduction projects. Projects that are in discussions for FY2022 include (but are not limited to) -</p> <p>1) Fleet Program Savings 2) Copier/Printer Management and Savings 3) Office Supply Contract Savings - estimated for the FY 4) Mail Machine Contract Savings - \$10k over 3 years 5) Energy Bill Payment and Tracking Program Savings Energy Watch contract in progress to assist with tracking/streamlining energy bills 3) Other Cost Savings Measures Moving to electronic POs for all vendors - annual savings of at least \$5k</p> <p>OTHER INITIATIVES IN PROGRESS: Adobe Contract Routing Implementation to go live in March 2022 - COMPLETED AS OF 4-1-22; Procurement working with MHIS to standardize technology recycling to generate surplus sales or rebates.</p>
<p>8 Cost Reduction Strategies Through Facility and Fleet Management Efforts (Estimated Additional Annual Savings \$75,000 to \$100,000)</p>	<p>\$75,000</p>	<p>\$0</p>	<p></p>	<p></p>	<p>\$75,000</p>	<p>The City has a Fleet Manager works closely with departments to determine the need for vehicle replacements, repairs, etc. on a City-Wide basis. The City is considering establishment of a Fleet Working Group to determine where savings can be realized; from replacing old vehicles with more fuel-efficient vehicles to sourcing repair parts at contracted prices. Working group currently under consideration. The Fleet Working Group Charter is being established. The working group met on 10-13-21. Based on early discussions, we are hopeful to see cost savings from recommendations yet this fiscal year. Recently approved the purchase of 15 new hybrid vehicles for departments and retired several old, less fuel efficient vehicles. Savings to be calculated in coming months.</p>
<p>Totals</p>	<p>\$3,244,000</p>	<p>\$459,867</p>	<p>\$689,915</p>	<p>\$2,121,192</p>	<p>\$2,094,218</p>	<p></p>

City of Hartford
Misc. Revenue Collections Reporting
Monthly Reporting
As of 3-31-22

NOTE: Currently working with collection agency on Private Duty collections. No Fire Marshall services sent to agency at this time. Rents, PILOTS, Other are being monitored internally and do not require agency help at this time. City will be adding various Health Code violations (blight clean up and citations) in coming months. Currently sending out second notices for payment prior to sending to agency. City will add agings to this report as collections

	Sum of 0 to 30 Days Past	Sum of 30 to 60 Days Past	Sum of 61 to 90 Days Past	Sum of 91 to 120 Days Past	Sum of Over 120 Days Past	Sum of Total Due Now	Total Change Month over Month
Police Private Duty	313,557	50,325	16,968	2,928	2,461,781	2,845,559	
Fire Marshall Services	-	-	-	-	511,399	511,399	
Rents, PILOT, Other	53,941	46,501	46,501	46,501	397,745	591,189	
Total as of 6-21-21	367,497	96,826	63,469	49,429	3,370,925	3,948,147	
	9.3%	2.5%	1.6%	1.3%	85.4%		
Police Private Duty	134,639	53,909	10,224	6,744	2,449,577	2,655,093	(190,466)
Fire Marshall Services	-	-	-	-	501,544	501,544	(9,855)
Rents, PILOT, Other	4,346	-	7,440	-	366,516	378,302	(212,887)
Total as of 7-31-21	138,985	53,909	17,664	6,744	3,317,637	3,534,939	
	3.9%	1.5%	0.5%	0.2%	93.9%		
Police Private Duty	165,914	42,746	40,359	20,448	683,998	953,465	(1,701,628) Payment received on XL Center
Fire Marshall Services	-	-	-	-	69,591	69,591	(431,954) Payment received on XL Center
Rents, PILOT, Other	61,904	-	2,750	7,440	359,076	431,170	52,868
Total as of 8-31-21	227,818	42,746	43,109	27,888	1,112,664	1,454,225	
	15.7%	2.9%	3.0%	1.9%	76.5%		
Police Private Duty	270,391	444,222	100,463	18,743	669,000	1,502,819	549,354 Significant number of jobs performed in past 60 days
Fire Marshall Services	-	7,722	-	-	64,663	72,385	2,795
Rents, PILOT, Other	78,367	51,034	-	-	360,493	489,894	58,724
Total as of 9-30-21	348,758	502,978	100,463	18,743	1,094,156	2,065,098	
	16.9%	24.4%	4.9%	0.9%	53.0%		
Police Private Duty	132,916	112,218	36,547	7,304	600,686	889,671	(613,148) Significant number of jobs performed in past 60 days and payments received
Fire Marshall Services	-	7,721	7,721	-	56,779	64,500	(7,885)
Rents, PILOT, Other	54,895	46,591	50,201	-	360,495	512,182	22,288
Total as of 10-31-21	187,811	158,809	94,469	7,304	1,017,960	1,466,353	
	12.8%	10.8%	6.4%	0.5%	69.4%		
Police Private Duty	483,495	34,163	14,469	10,288	582,514	1,124,929	235,258 Significant number of jobs performed in past 60 days and payments received
Fire Marshall Services	-	-	-	7,721	56,779	64,500	- Amounts are collectable - following up with customers regularly
Rents, PILOT, Other	52,953	46,500	46,500	46,500	360,495	552,948	40,766 Received large payment at end of prior year for monthly rental; assume partially collectable
Total as of 11-30-21	536,448	80,663	60,969	64,509	999,788	1,742,377	
	30.8%	4.6%	3.5%	3.7%	57.4%		
Police Private Duty	293,320	306,037	67,003	8,112	592,815	1,267,287	142,358 Increase partially due to holiday delay - approx \$130k decrease in aging as of 1-18-22
Fire Marshall Services	8,103	-	-	-	60,559	68,662	4,162 Amounts are collectable - following up with customers regularly
Rents, PILOT, Other	48,014	46,500	46,500	46,500	406,995	594,509	41,561 Received large payment at end of prior year for monthly rental; assume partially collectable
Total as of 12-31-21	349,437	352,537	113,503	54,612	1,060,369	1,930,458	
	18.1%	18.3%	5.9%	2.8%	54.9%		
Police Private Duty	225,849	130,538	82,604	18,864	559,301	1,017,156	(250,131) Significant number of jobs performed in past 60 days and payments received
Fire Marshall Services	69,423	8,103	-	-	53,988	131,514	62,852 Amounts are collectable - following up with customers regularly
Rents, PILOT, Other	48,421	46,501	46,501	46,501	449,329	637,252	42,743 Received large payment at end of prior year for monthly rental; assume partially collectable
Total as of 1-31-22	343,692	185,142	129,105	65,365	1,062,617	1,785,922	
	19.2%	10.4%	7.2%	3.7%	59.5%		
Police Private Duty	412,758	54,767	31,541	5,256	548,101	1,052,423	35,267 Significant number of jobs performed in past 30 days and payments received
Fire Marshall Services	60,882	-	-	-	41,887	102,769	(28,745) Amounts are collectable - following up with customers regularly
Rents, PILOT, Other	46,501	46,501	46,501	46,501	487,997	674,001	36,749 Received large payment at end of prior year for monthly rental; assume partially collectable
Total as of 2-28-22	520,141	101,268	78,042	51,757	1,077,985	1,829,193	
	28.4%	5.5%	4.3%	2.8%	58.9%		
Police Private Duty	134,035	94,873	21,200	-	527,262	777,369	(275,054) Significant number of jobs performed in past 30 days and payments received
Fire Marshall Services	-	54,969	-	-	36,960	91,929	(10,840) Amounts are collectable - following up with customers regularly
Rents, PILOT, Other	46,501	46,501	46,501	46,501	530,332	716,336	42,335 Received large payment at end of prior year for monthly rental; assume partially collectable
Total as of 3-31-22	180,536	196,343	67,701	46,501	1,094,553	1,585,634	
	11.4%	12.4%	4.3%	2.9%	69.0%		

	Total EEs Contributing to HSA	Total with HDHP Coverage	% of EEs Contributing	Average % of Deductible Expended
Teachers	435	1191	36.5%	59.1%
Principals and Supervisors	63	105	60.0%	65.8%
School Secretaries	5	24	20.8%	59.4%
Paraeducators	12	61	19.7%	45.0%
School Health Professionals	7	21	33.3%	58.0%
Custodians/Food Service	134	229	58.5%	63.1%
Building & Grounds Supervisors	6	6	100.0%	76.2%
Education Support Personnel	18	63	28.6%	52.8%
Support Supervisors Association	26	29	89.7%	72.8%
P (Non-Bargaining)	3	5	60.0%	61.3%
Q (Non-Bargaining)	7	12	58.3%	32.7%
R (Non-Bargaining)	17	30	56.7%	65.6%
Child Development Associates	2	18	11.1%	34.3%
Substitute Teachers	1	2	50.0%	52.2%