

City of Hartford
Hartford Police Union Tentative Agreement Summary
For MARB Meeting 5/26/22

The City of Hartford is including a cost analysis for all items below attached to this summary. The Hartford Police Union includes 473 sworn budgeted positions. At the time of this analysis, 97 positions were vacant (83 Police Officers, 5 Police Sergeants, 1 Police Lt., and 8 Public Safety Detention officers); the analysis includes costs for all positions as though they are filled.

1. Duration = 4 years (July 1, 2022 to June 30, 2026)
2. Wages
 - a. See analysis for GWI increases
 - b. See analysis for costs related to salary adjustments – due to the police officer adjustments that occurred under a separate MOU for FY22, higher ranking union members are receiving increases to address the differentials between the ranks. This contract also eliminates steps for specified ranks, which, on average, included 2 steps at 4%
 - i. % Increase over FY22 Max Salary for FY23
 1. Police Officer on Special Assignment = 4.07%
 2. Sergeants = 6.00%
 3. Lieutenants = 4.63%
 4. Captains = 1.50%
3. Overtime
 - a. No analysis was prepared for this. This change will incentivize a larger pool of individuals to volunteer for overtime, avoiding order-ins. It is unknown how many higher-ranking individuals will take overtime who are not taking it now. The costs will not be significant.
4. Health Insurance
 - a. Members are able to buy up to the PPO plan through June 30, 2023. This is cost neutral as the employee who chooses the PPO plan pays the difference between the HDHP premium and the PPO premium.
5. Pension Change
 - a. Union Members who are hired on or before June 30, 2027 are eligible to retire at age 50 (previously age 55) with 25 years of experience. Hooker & Holcomb provided a cost analysis for the City. This is included in the package.
 - b. Post-2012 employees who elected to pay an increased contribution for a lower retirement age will now pay 12.5%, instead of the higher rate. Cost Analysis included in the package – total loss of contributions is not significant to the total contract.
6. Other
 - a. Uniforms – Provides a stipend for uniform and related items in lieu of the City providing the uniform pants and shirts. This will not create an additional cost to the City as uniform costs are included in the annual budget to cover all sworn officers.
 - b. Use of Compensatory Time – This will produce a small savings. Language allows for flexibility in staffing and should cut down OT costs.
 - c. Lateral Hires – no additional cost to the City.
 - d. Workers' Compensation, Appendix I, Working Suspensions– makes modifications to address operational impediments – no additional cost to the City

**TENTATIVE AGREEMENT
BETWEEN THE CITY OF HARTFORD
AND
HARTFORD POLICE UNION
FOR A SUCCESSOR COLLECTIVE BARGAINING AGREEMENT**

The City of Hartford and the Hartford Police Union (hereinafter, "HPU") tentatively agree to a Collective Bargaining Agreement to be in full force and effect for the period commencing July 1, 2022 through June 30, 2026 subject to the ratification of the Hartford Police Union and approval by the City of Hartford Court of Common Council and the Municipal Accountability Review Board (hereinafter, "MARB"). The July 1, 2016 through June 30, 2022 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 the Hartford Police Union and approved by the Court of Common Council and MARB.

CITY OF HARTFORD



LUKE BRONIN, MAYOR

5/10/2022

DATE

HARTFORD POLICE UNION



ANTHONY RINALDI, PRESIDENT

5/10/22

DATE

TENTATIVE AGREEMENT
FOR A SUCCESSOR COLLECTIVE BARGAINING AGREEMENT
BETWEEN
THE CITY OF HARTFORD
AND
HARTFORD POLICE UNION

1. Duration (Update Section 7.4 to reflect the following):
4 years (July 1, 2022 – June 30, 2026)

2. Wages (Update Appendices B, B-1, and B-2 to reflect the following):
 - a. GWIs:
 - FY 2022-2023 – 0% GWI
 - FY 2023-2024 – 2% GWI
 - FY 2024-2025 – 2% GWI
 - FY 2025-2026 – 2% GWI

 - b. Salary adjustments
 - i. Effective July 1, 2022, steps will be eliminated for all of the following ranks, creating a uniform base salary as follows:
 1. Police Officer on Special Assignment: \$84,458.01
 2. Sergeants: \$91,510.10
 3. Lieutenants: \$103,983.29
 4. Captains: \$116,457.45

3. Overtime (Update Section 4.2 to reflect the following):
 - Effective July 1, 2022, Captains will be eligible to sign up for extra duty shifts pursuant to the current seniority rules for hiring. Captains will receive pay at straight time for all time working these extra duty shifts, provided that they have actually worked forty or more hours during the pay period (sick, vacation, earned, comp, etc. do not constitute hours actually worked). All other hours worked over eight in a day or forty in a week remain ineligible for overtime pay.
 - Effective July 1, 2022, Lieutenants will receive pay at a rate of time and one-half for any hours over forty actually worked (sick, vacation, earned, comp, etc. do not constitute hours actually worked) in a pay period.

4. Health Insurance (Update Section 3.5 to reflect the following):
 - The option to purchase the PPO under Section 3.5, subsection 5 will be extended to June 30, 2023.
 - There will be no employee cost share increases for the duration of this agreement.

5. Post-2012 and Post-2017 Normal Retirement Age (Update Section 3.6(a) to reflect the following):
 - Post-2012 and Post-2017 employees who are hired on or before June 30, 2027, will be eligible for normal retirement at age 50, provided that all other conditions of normal retirement eligibility have also been satisfied. Normal retirement age for Post-2012 and Post-2017 employees hired on or after July 1, 2027 will revert to age 55.
 - The pension contribution for any Post-2012 employee who elected to pay an increased contribution for a lower retirement age pursuant to Section 3.6(a)(D)(2)(c) of the 2016-

2022 collective bargaining agreement will return to 12.5% effective the pay period following approval of the tentative agreement.

6. Other:

- Uniforms (Update Section 3.7 to reflect the following)
 - In lieu of providing uniform pants and shirts, members will receive a stipend of \$375/annually for certain uniform/equipment items designated as eligible by the Chief of Police, except that those officers eligible for a plainclothes allowance will receive this stipend in the amount of \$200/annually.
- Use of Compensatory Time (Update Section 4.2(E) to reflect the following)
 - The minimum number of compensatory days which the Chief must grant on a given shift, provided that such compensatory leave is requested, is as follows: one (1) Lieutenant, two (2) Sergeants, five (5) Officers.
 - Each employee assigned to the bid shift will be allowed to use a maximum of sixteen (16) hours of compensatory time per pay period, unless a grant of compensatory leave over the sixteen hours is approved by the Chief, in his or her sole discretion. This sixteen (16) hour cap will not apply whenever the Hartford Police Department is staffed at 440 or more sworn personnel.
- Lateral Hires
 - Effective upon approval of the Tentative Agreement, up to three years of a sworn member's years of service as a sworn officer with another municipality will count toward that member's seniority with the Hartford Police Department.
 - The City may, in its sole discretion, opt to allow all lateral hires to buy up to three years of their service in another municipality toward a Hartford pension at a cost actuarially-determined to be equivalent to the employee contribution had the lateral hire been employed by the City of Hartford for that period.
- Workers' Compensation
 - Effective upon approval of the Tentative Agreement, the Memorandum of Understanding dated October 2014 regarding absences related to contested workers' compensation claims will be eliminated.
 - Section 5.5 of the contract will be updated to reflect the parties' agreement that the City will restore accrued time used by an employee during a period of denial if the workers' compensation claim is ultimately accepted or determined to be compensable by the Workers' Compensation Commission.
- Appendix I will be eliminated from the Collective Bargaining Agreement effective upon approval of the Tentative Agreement.
- Working Suspensions
 - Eliminate subsection 8(f) of Appendix A--members will no longer have the option to elect to serve a suspension through deduction of accumulated and accrued leave effective upon approval of the Tentative Agreement.

Summary of Savings: Agreement Between City of Hartford and the Hartford Police Union

General Topic	Change	Fiscal Impact			
		FY 22-23	FY 23-24	FY 24-25	FY 25-26
Wages <i>All increases included in the FY23 budget and forecast</i>	General Wage Increases %	0.00%	2.00%	2.00%	2.00%
	Cost of General Wage Increase in \$ <i>(including increases to ranks above officer)</i>	\$ 365,053	\$ 1,125,440	\$ 1,901,036	\$ 2,692,144
	Cost of Step Yearly Increment in \$ <i>(NOT a new cost)</i>	\$ 1,031,967	\$ 2,245,012	\$ 3,377,230	\$ 4,881,810
Healthcare	Health Plan Design Change: Cost/(Savings)	Cost neutral - option to buy up in FY23, but at a higher premium			
Health Premium Cost Share	Current employee share	no change			
	Proposed employee share				
	Projected Savings				
Pension	Current Contribution ___%				
	New Contribution __%				
	Total Cost/(Savings) in \$ <i>to decrease retirement age to 50</i>	\$ 31,720	\$ 443,354	\$ 525,001	\$ 569,662
Net Annual Impact		\$ 1,428,740	\$ 3,813,807	\$ 5,803,267	\$ 8,143,615
Sick Leave	Current provisions: ____				
	New provisions: ____				
	Cost/(Savings)	n/a - no change			
Vacation Leave	Current provisions: ____				
	New provisions: ____				
	Cost/(Savings)	n/a - no change			
Other Measures to Offset Costs of Contract					
	Cost/(Savings)	\$ -	\$ -	\$ -	\$ -
	Cost/(Savings)	\$ -	\$ -	\$ -	\$ -
	Cost/(Savings)	\$ -	\$ -	\$ -	\$ -
Total Costs (includes one-time and non-recurring)		\$ 1,428,740	\$ 3,813,807	\$ 5,803,267	\$ 8,143,615

Notes:

<i>GWI BY YEAR</i>	0%	2%	2%	2%
	FY2023 GWI INCREASE/ CHANGE IN RATE OF PAY	FY2024 GWI INCREASE	FY2025 GWI INCREASE	FY2026 GWI INCREASE
POLICE CAPTAIN Total	\$3,206	\$16,304	\$16,630	\$16,963
POLICE LIEUTENANT Total	\$42,052	\$54,071	\$55,153	\$56,256
POLICE OFFICER (Special Assignment) Total	\$128,766	\$116,552	\$118,883	\$121,261
POLICE SERGEANT Total	\$191,029	\$111,642	\$113,875	\$116,153
Annual Amount (Subtotal by section)	\$365,053	\$298,570	\$304,541	\$310,632
ASST ANIMAL CTRL OFFICER Total	\$0	\$3,464	\$3,533	\$3,604
POLICE OFFICER Total	\$0	\$449,314	\$458,300	\$467,466
PUBLIC SAFETY DETENTION OFFCR Total	\$0	\$9,040	\$9,221	\$9,405
Annual Amount (Subtotal by section)	\$0	\$461,818	\$471,054	\$480,476
Annual Amount (Total)	\$365,053	\$760,388	\$775,596	\$791,107
Cummulative (Total)	\$365,053	\$1,125,440	\$1,901,036	\$2,692,144

Pension				
Cost per year @ age 50	\$0	\$411,000	\$492,000	\$536,000
Loss of 1% additional contribution (2)	\$1,220	\$1,244	\$1,269	\$1,295
Loss of 2.5% additional contribution (20)	<u>\$30,500</u>	<u>\$31,110</u>	<u>\$31,732</u>	<u>\$32,367</u>
Total Estimated Additional Pension Costs	\$31,720	\$443,354	\$525,001	\$569,662

FY2023 STEP TOTAL	FY2024 STEP TOTAL	FY2025 STEP TOTAL	FY2026 STEP TOTAL
\$0	\$0	\$0	\$0
\$0	\$0	\$0	\$0
\$0	\$0	\$0	\$0
\$0	\$0	\$0	\$0
\$0	\$0	\$0	\$0
\$0	\$0	\$0	\$0
\$5,864	\$8,566	\$8,643	\$8,639
\$1,020,285	\$1,181,725	\$1,100,984	\$1,474,051
\$5,818	\$22,753	\$22,591	\$21,891
\$1,031,967	\$1,213,044	\$1,132,218	\$1,504,580
\$1,031,967	\$1,213,044	\$1,132,218	\$1,504,580
\$1,031,967	\$2,245,012	\$3,377,230	\$4,881,810

City of Hartford
30 year projections of ADEC for Police

Current Retirement Eligibility for Post-2012 Hires is age 55 with 25 years of service
Proposed Retirement Eligibility for Post-2012 Hires is age 50 with 25 years of service

Valuation Year	ADEC Year	Estimated ADEC Current Retirement Provision (55/25)	Estimated ADEC Proposed Retirement Provision (50/25)*	Increase in ADEC over Current Plan
7/1/2020	2021-2022	18,992,000	18,992,000	-
7/1/2021	2022-2023	18,554,000	18,554,000	-
7/1/2022	2023-2024	17,500,000	17,911,000	411,000
7/1/2023	2024-2025	16,473,000	16,965,000	492,000
7/1/2024	2025-2026	15,276,000	15,812,000	536,000
7/1/2025	2026-2027	13,867,000	14,454,000	587,000
7/1/2026	2027-2028	13,722,000	14,368,000	646,000
7/1/2027	2028-2029	13,883,000	14,607,000	724,000
7/1/2028	2029-2030	13,948,000	14,743,000	795,000
7/1/2029	2030-2031	13,984,000	14,859,000	875,000
7/1/2030	2031-2032	14,180,000	15,151,000	971,000
7/1/2031	2032-2033	14,287,000	15,345,000	1,058,000
7/1/2032	2033-2034	14,363,000	15,509,000	1,146,000
7/1/2033	2034-2035	14,517,000	15,756,000	1,239,000
7/1/2034	2035-2036	14,711,000	16,047,000	1,336,000
7/1/2035	2036-2037	14,975,000	16,399,000	1,424,000
7/1/2036	2037-2038	15,262,000	16,765,000	1,503,000
7/1/2037	2038-2039	15,592,000	17,175,000	1,583,000
7/1/2038	2039-2040	15,924,000	17,582,000	1,658,000
7/1/2039	2040-2041	16,229,000	17,959,000	1,730,000
7/1/2040	2041-2042	16,513,000	18,360,000	1,847,000
7/1/2041	2042-2043	16,846,000	18,709,000	1,863,000
7/1/2042	2043-2043	17,189,000	19,168,000	1,979,000
7/1/2043	2044-2045	17,557,000	19,562,000	2,005,000
7/1/2044	2045-2046	17,914,000	19,997,000	2,083,000
7/1/2045	2046-2047	3,170,000	5,224,000	2,054,000
7/1/2046	2047-2048	1,889,000	3,877,000	1,988,000
7/1/2047	2048-2049	2,157,000	4,107,000	1,950,000
7/1/2048	2049-2050	2,530,000	4,547,000	2,017,000
7/1/2049	2050-2051	3,054,000	4,986,000	1,932,000
	Total	405,058,000	443,490,000	38,432,000

**Change in retirement provision is assumed to occur 7/1/2022*

Notes:

1. Projected contribution estimates are based on the methods and assumptions shown in the July 1, 2020 actuarial valuation report.
2. The Active population was assumed to remain level during the projection period at 428 active employees. As participants terminated under the old plan provisions, it was assumed they would be replaced by a new hire under the current post-2017 plan provisions.
3. Actual asset values as of July 1, 2021 were used. Participant data as of July 1, 2020 was projected to each future measurement date.