

City of Hartford

FY2019

Monthly Financial Report to the Municipal Accountability Review Board



March 7, 2019

City of Hartford
Budget and Financial Report
to the Municipal Accountability Review Board

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City of Hartford - FY2019 General Fund Financial Report & Projection

MARB 3/7/19

Revenue Category	FY2018 AUDITED ACTUAL	FY2019 ADOPTED BUDGET	FY2019 REVISED BUDGET	FY2018 ACTUAL (JAN)	FY2019 ACTUAL (JAN)	FY2019 PROJECTION	VARIANCE	% COLL.
41 General Property Taxes ¹	(282,456,413)	(284,111,323)	(284,111,323)	(241,365,185)	(237,440,518)	(283,111,323)	1,000,000	84%
42 Licenses & Permits ²	(6,065,824)	(5,671,406)	(5,671,406)	(3,493,393)	(3,822,838)	(5,771,406)	(100,000)	67%
43 Fines Forfeits & Penalties ³	(149,601)	(190,000)	(190,000)	(89,746)	(137,952)	(190,000)	-	73%
44 Revenue from Money & Property ⁴	(2,382,396)	(1,313,149)	(1,313,149)	(1,156,628)	(2,212,268)	(4,563,149)	(3,250,000)	168%
45 Intergovernmental Revenues ^{5 16}	(292,903,825)	(258,950,890)	(258,950,890)	(157,845,430)	(155,471,989)	(259,548,586)	(597,696)	60%
46 Charges For Services ⁶	(3,647,518)	(2,929,483)	(2,929,483)	(2,188,269)	(2,369,364)	(2,854,483)	75,000	81%
47 Reimbursements ⁷	(134,317)	(152,840)	(152,840)	(69,282)	(73,346)	(132,840)	20,000	48%
48 Other Revenues ⁸	(1,313,009)	(238,650)	(238,650)	(774,749)	(383,192)	(400,000)	(161,350)	161%
53 Other Financing Sources ⁹	(5,543,864)	(16,483,365)	(16,483,365)	(2,114,302)	(2,242,913)	(8,816,698)	7,666,667	14%
Total Revenues¹⁷	(594,596,768)	(570,041,106)	(570,041,106)	(409,096,983)	(404,154,381)	(565,388,485)	4,652,621	71%

MARB 3/7/19

Expenditure Category	FY2018 AUDITED ACTUAL	FY2019 ADOPTED BUDGET	FY2019 REVISED BUDGET	FY2018 ACTUAL (JAN)	FY2019 ACTUAL (JAN)	FY2019 PROJECTION	VARIANCE	% EXP.
Payroll ¹⁰	102,266,638	108,197,525	108,364,391	58,894,573	54,817,727	100,431,279	7,933,112	51%
Benefits ¹¹	90,369,281	93,793,869	93,793,869	55,308,863	50,140,074	92,396,438	1,397,431	53%
Debt & Other Capital ^{12 16}	58,011,334	17,423,430	17,423,430	28,087,184	4,698,456	23,423,430	(6,000,000)	27%
Library ¹³	8,100,000	8,150,000	8,150,000	4,725,000	868,611	1,483,333	6,666,667	11%
Metro Hartford Innovation Services	2,996,431	3,174,113	3,174,113	1,748,117	1,851,566	3,174,113	-	58%
Utilities ¹⁷	22,079,682	23,964,607	24,023,285	14,066,477	14,700,164	24,323,285	(300,000)	61%
Other Non-Personnel ¹⁵	26,467,959	31,329,374	31,103,830	14,202,524	15,286,443	32,903,830	(1,800,000)	49%
Education ¹⁴	283,943,410	284,008,188	284,008,188	151,512,288	150,305,718	284,605,884	(597,696)	53%
Total Expenditures¹⁸	594,234,736	570,041,106	570,041,106	328,545,024	292,668,759	562,741,592	7,299,514	51%
Revenues and Expenditures, Net	(362,032)	-	-	(80,551,959)	(111,485,622)	(2,646,893)		
Council Approved Use of Fund Balance	-	-	-	-	-	-		
Net Surplus/(Deficit)	362,032	-	-	80,551,959	111,485,622	2,646,893		

¹ The General Property Tax revenue category is comprised of Current Year Levy, Prior Year Levy, Interest & Liens and Subsequent Lien Sales.

- Cumulative through January current year tax levy revenues are 1% lower than FY2018.

- Prior year levy revenues are projected to be potentially unfavorable by \$506K, which is expected to be offset by favorability in interest and liens collections revenues. Prior year levy revenues include adjustments for any appeals settled through the Board of Assessment or the court process. Total adjustments to prior year levy tax collections year to date are consistent with budget projections. However there are 256 parcels that are still being adjudicated through the court process. Based on historical experience, it is estimated that a 20% adjustment on assessment/taxes may occur. This is a critical area that is being monitored for budget impact and may be impacted by timing.

- Interest and liens collections through January are significantly more favorable than FY2018 by approximately \$696K.

- Revenues from subsequent tax lien sales are not recorded until the 4th quarter of the fiscal year.

Overall a shortfall of \$99K is projecting for General Property Taxes and will continue to be monitored through the second quarter of the fiscal year.

² The Licenses and Permits revenue category is primarily comprised of building, electrical, mechanical and plumbing permits, food and milk dealer licenses. The budget was established with conservatism as compared to the historical trend/actuals of \$6.0M in FY2018, \$7.4M in FY2017, \$7.6M in FY2016 and \$6.4M in FY2015. A number of License and Permits fees were updated effective as of 08/06/18. FY2019 revenue is trending favorable by 9.43% to FY2018 through January. The projection has been adjusted by 100K.

³ The Fines, Forfeits and Penalties revenue line item is primarily comprised of false alarms fines and is trending favorable to prior year.

⁴ Revenue from Money and Property contains lease/rental and short-term investment income. Revenue is projected to exceed the Adopted Budget due to a more favorable interest rate environment.

⁵ The FY2019 Intergovernmental Revenues YTD primarily reflect the receipts of the \$154M in Municipal Aid revenues. FY2019 projections were revised by \$579K to reflect additional ECS funds from the State of CT for costs associated with increased enrollment due to displaced families from Puerto Rico.

⁶ Charges for Services contains revenues associated with the conveyance tax, transcript/filing of records and special events. This revenue line item varies each year with historical actuals ranging from \$2.8M to \$3.6M. This revenue line item is trending higher by 8.28% than prior year actuals and will continue to be monitored.

⁷ Reimbursements (primarily Section 8) primarily occur at fiscal year end. This revenue line item is trending relatively in line with FY2018 actuals.

⁸ Other Revenues will vary from year to year based on unanticipated items such as settlements and rebates. Due to an unbudgeted one-time settlement and revenues from fire and police trainings in FY2019, this revenue line item could potentially exceed the Adopted Budget and will continue to be monitored.

⁹ The FY2019 projection for Other Financing Sources has been adjusted to reflect the following: 1) reduction in Special Police Private Duty job income of \$800K consistent with prior year actuals; 2) Stadium naming rights and lease payment revenue was received in the first quarter of the fiscal year, however there is a delay in DoNo PILOT revenues (\$200K) during the planning and development of the parcels surrounding the stadium and 3) Corporate contribution of \$10.0M, of which \$3.333M will be provided directly to the City of Hartford General Fund and \$6.667M has been provided directly to the Hartford Public Library. A corresponding appropriation reduction has been noted to reflect this arrangement.

¹⁰ Payroll (FT, PT, OT and Holiday) is projected to be net favorable by \$7.9M. The methodology of the full-time payroll projection (detailed in the appendix) reflects 27 weeks of actual payroll expenses with 25.2 weeks remaining. Vacancies are assumed to be refilled with 21.2 weeks remaining in the fiscal year. A Police class started recently and 19 Officers for March are projected. Vacancy and attrition savings of \$8.9M are offset by a projected shortfall of \$745K in OT and \$254K in Part-time salary expenses. Payroll will continue to be monitored throughout the fiscal year.

¹¹ The primary driver of favorability in Benefits is a favorable health care expense, social security, unemployment compensations and fringe reimbursements for Police and Fire grants.

¹² The FY2019 Adopted Budget for Debt & Other Capital is comprised of \$12.6M towards the City's CapEx plan, \$4.6M for Downtown North principal and interest, and \$180,436 for a Grant in Lieu of Taxes payment, for a total of \$17.423M. Debt is projected to be \$23.42M due to additional capital needs.

¹³ Due to \$6.667M of the Corporate contribution being provided directly to the Hartford Public Library, the annual Library appropriation has been adjusted accordingly.

¹⁴ Education YTD actuals reflect 7 months of the City's tax supported payment of \$96.0M. The \$188.0M ECS is recorded as the State allocation is received. As of the end of January, the City received and transferred to the BOE the second fiscal year State allocation of \$47.1M. The Education projection has increased by \$598K due to the State Department of Education providing additional funding for the educational support of displaced students from Puerto Rico.

¹⁵ Other Non-Personnel includes additional settlement expenses of \$3.0M associated with stadium litigation, offset by a favorable \$1.2M expense credit for a relocation case where actual costs for displaced families were lower than estimated.

¹⁶ Under the executed Contract Assistance agreement, \$48.57M of General Obligation debt service payments will be made on the City's behalf by the State of Connecticut. Consistent with GAAP rules, the contract assistance payments will be recorded as donated capital revenue. The debt service expenditures will also be recorded in the ledger in the Debt Service line item to properly reflect the retirement of debt. This unbudgeted debt expense will be offset by contract assistance revenue, together of which will net to zero. The financial report at fiscal year end will be adjusted to reflect these entries that have occurred in the ledger. The total YTD revenue and expense is approximately \$35.59M.

¹⁷ Utilities are unfavorable by \$300K due to the trend in piped heat/chilled water consumption, piped gas and water, offset by favorability in disposal costs and gasoline.

¹⁸ The City's financial system (Munis) reflects revenues as negative values (credits) and expenditures as positive values. A negative variance for revenues is favorable. A positive variance for revenue is unfavorable.

Revenue Summary - Major Category				
	FY2018 AUDITED ACTUAL	FY2019 ADOPTED BUDGET	FY2018 ACTUAL (JAN)	FY2019 ACTUAL (JAN)
41-TAXES	(282,456,413)	(284,111,323)	(241,365,185)	(237,440,518)
CURRENT YEAR TAX LEVY	(270,362,368)	(273,861,323)	(235,728,671)	(233,598,269)
INTEREST AND LIENS	(3,709,011)	(3,900,000)	(1,825,742)	(2,521,883)
PRIOR YEAR LEVIES	(6,748,683)	(5,500,000)	(3,772,697)	(1,280,810)
TAX LIEN SALES	(1,576,115)	(750,000)	-	-
OTHER	(60,237)	(100,000)	(38,076)	(39,557)
42-LICENSES AND PERMITS	(6,065,824)	(5,671,406)	(3,493,393)	(3,822,838)
BUILDING PERMITS	(3,669,844)	(3,442,000)	(2,067,462)	(1,986,186)
ELECTRICAL PERMITS	(795,555)	(627,000)	(450,505)	(578,820)
FOOD & MILK DEALER LICENSES	(440,293)	(312,000)	(220,675)	(89,825)
MECHANICAL PERMITS	(385,025)	(639,000)	(242,525)	(574,376)
PLUMBING PERMITS	(328,075)	(265,000)	(170,584)	(246,166)
OTHER	(447,032)	(386,406)	(341,643)	(347,464)
43-FINES FORFEITS AND PENALTIES	(149,601)	(190,000)	(89,746)	(137,952)
FALSE ALARM CITATIONS-POL&FIRE	(138,718)	(185,000)	(81,546)	(132,305)
LAPSED LICENSE/LATE FEE	(9,200)	(5,000)	(8,200)	(4,100)
OTHER	(1,683)	-	-	(1,547)
44-INTEREST AND RENTAL INCOME	(2,382,396)	(1,313,149)	(1,156,628)	(2,212,268)
BILLINGS FORGE	(19,784)	(20,000)	(9,741)	(15,353)
CT CENTER FOR PERFORM ART	(82,193)	(50,000)	(25,000)	(29,167)
DELTA PRO - LANDFILL GAS	(79,146)	(90,294)	(42,990)	(10,202)
INTEREST	(1,403,467)	(252,000)	(592,305)	(1,640,586)
MIRA SOLAR REVENUE	(23,787)	(50,000)	(23,123)	-
RENT OF PROP-ALL OTHER	(112,839)	(79,600)	(59,484)	(64,451)
RENTAL OF PARK PROPERTY	(70,869)	(54,000)	(40,381)	(28,021)
RENTAL OF PARKING LOTS	(7,800)	(600)	(7,300)	(300)
RENTAL OF PROP-FLOOD COMM	(147,320)	(148,560)	(86,660)	(67,320)
RENTAL-525 MAIN STREET	(27,009)	(17,694)	(19,557)	(13,141)
RENTS FROM TENANTS	(151,060)	(161,257)	(82,672)	(98,530)
SHEPHERD PARK	-	(118,000)	-	-
THE RICHARDSON BUILDING	(220,979)	(235,000)	(149,343)	(208,553)
UNDERWOOD TOWER PILOT	(36,144)	(36,144)	(18,072)	(36,144)
OTHER	-	-	-	(500)
45-INTERGOVERNMENTAL	(292,903,825)	(258,950,890)	(157,845,430)	(155,471,989)
MUNICIPAL AID	(254,258,371)	(253,763,984)	(154,779,973)	(153,999,599)
CAR TAX SUPPL MRSF REV SHARING	(12,177,213)	(11,078,328)	(12,177,213)	(11,078,328)
EDUCATION COST SHARING	(186,667,434)	(187,969,804)	(95,492,864)	(94,286,294)
HIGHWAY GRANT	(1,194,825)	(1,194,825)	(597,412)	(596,303)
MASHANTUCKET PEQUOT FUND	(6,263,314)	(6,136,523)	-	(2,045,508)
MRSA BONDED DISTRIBUTION GRANT	(1,443,052)	(1,419,161)	-	(27,824)
MRSF SELECT PILOT	(11,883,205)	(12,422,113)	(11,883,205)	(12,422,113)
MUNICIPAL STABILIZATION GRANT	(4,456,568)	(3,370,519)	(4,456,568)	(3,370,519)
PRIV TAX EXEMPT PROPERTY	(20,009,758)	(20,009,758)	(20,009,758)	(20,009,758)
STATE OWNED PROPERTY	(10,163,003)	(10,162,953)	(10,162,953)	(10,162,953)
OTHER MUNICIPAL AID	(31,888,917)	-	-	-
MUNICIPAL RESTRUCTURING FUNDS	(20,000,000)	-	-	-
STATE CONTRACT ASSISTANCE	(11,888,917)	-	-	-
OTHER STATE REVENUES	(2,515,219)	(879,617)	(1,002,620)	(70,901)
BOND INT SUB ON SCH PROJ	(46,620)	(46,613)	(45,043)	-
EDUCATION OTHER	(1,307,456)	-	-	-
JUDICIAL BRANCH REV DISTRIB.	(44,931)	(76,000)	(33,388)	(49,087)
MANUFACTURERS' FACILITIES	-	(48,843)	-	-
SCH BUILD GRT-SERIAL	(1,077,079)	(661,445)	(885,056)	-
VETERANS EXEMPTIONS	(39,133)	(46,716)	(39,133)	(21,814)
PILOTS, MIRA & OTHER INTERGOVERNMENTAL	(4,238,518)	(4,302,289)	(2,061,720)	(1,398,589)
DISABIL EXEMPT-SOC SEC	(6,813)	(7,755)	(6,813)	(6,223)
GR REC TAX-PARI MUTUEL	(215,473)	(250,000)	(125,022)	(134,274)
HEALTH&WELFARE-PRIV SCH	(48,772)	(61,366)	(48,772)	(54,629)
MATERIALS INNOVATION RECYCLING	(1,500,000)	(1,500,000)	(1,000,000)	-
PHONE ACCESS LN TAX SH	(447,477)	(550,000)	-	-
PILOT CHURCH HOMES INC	(131,112)	(131,112)	(65,556)	(65,556)
PILOT FOR CT CTR FOR PERF	(361,859)	(357,056)	-	-
PILOT FOR HARTFORD 21	(500,000)	(500,000)	(250,000)	(250,000)
PILOT HARTFORD HILTON	(522,483)	(525,000)	(304,782)	(315,144)
PILOT HARTFORD MARRIOTT	(484,529)	(400,000)	(240,776)	(552,763)
PILOT TRINITY COLLEGE	(20,000)	(20,000)	(20,000)	(20,000)
OTHER	(2,800)	(5,000)	(1,117)	(2,900)
STATE REIMBURSEMENTS	(2,800)	(5,000)	(1,117)	(2,900)
46-CHARGES FOR SERVICES	(3,647,518)	(2,929,483)	(2,188,269)	(2,369,364)
CONVEYANCE TAX	(1,301,512)	(1,155,519)	(737,883)	(984,635)
FILING RECORD-CERTIF FEES	(327,904)	(300,000)	(177,120)	(169,365)
TRANSCRIPT OF RECORDS	(811,703)	(839,250)	(446,480)	(475,700)
OTHER	(1,206,399)	(634,714)	(826,785)	(739,664)
47-REIMBURSEMENTS	(134,317)	(152,840)	(69,282)	(73,346)
ADVERTISING LOST DOGS	(155)	(220)	(51)	(560)
ATM REIMBURSEMENT	(527)	(1,475)	(305)	(399)
DOG ACCT-SALARY OF WARDEN	(1,992)	(2,600)	-	-
OTHER REIMBURSEMENTS	(7,274)	(17,900)	(6,496)	(2,353)
PRIOR YEAR EXPEND REFUNDS	(10,796)	(17,000)	-	-
REIMB FOR MEDICAID SERVICES	(20,933)	(22,000)	(12,330)	(9,945)
SECTION 8 MONITORING	(78,778)	(85,545)	(36,802)	(43,405)
WORK COMP NORM TAX APPLIC	-	-	(200)	-
OTHER	(13,863)	(6,100)	(13,098)	(16,684)
48-OTHER REVENUES	(1,313,009)	(238,650)	(774,749)	(383,192)
MISCELLANEOUS REVENUE	(139,033)	(169,150)	(129,359)	(121,849)
OVER & SHORT ACCOUNT	(375)	(1,500)	(286)	(854)
SALE CITY SURPLUS EQUIP	(22)	(60,000)	(22)	(259)
SALE OF DOGS	(3,609)	(5,000)	(1,642)	(4,028)
SETTLEMENTS - OTHER	(870,008)	(3,000)	(358,470)	(213,800)
OTHER	(299,962)	-	(284,970)	(42,403)
53-OTHER FINANCING SOURCES	(5,543,864)	(16,483,365)	(2,114,302)	(2,242,913)
CORPORATE CONTRIBUTION	-	(10,000,000)	-	-
DOWNTOWN NORTH (DONO)	(933,953)	(1,193,500)	(356,575)	(300,071)
REVENUE FROM HTFD PKG AUTHY	(2,366,924)	(2,424,865)	38,000	-
SPECIAL POLICE SERVICES	(2,153,090)	(2,750,000)	(1,716,804)	(1,913,816)
OTHER	(89,896)	(115,000)	(78,923)	(29,027)
Grand Total	(594,596,768)	(570,041,106)	(409,096,983)	(404,154,381)

CITY OF HARTFORD
PROPERTY TAX COLLECTIONS REPORT FOR FY18 AND FY19
PROPERTY TAX COLLECTION REPORT THROUGH JANUARY 31, 2019

Month	Current Year Taxes		Prior Year Taxes		Interest		Liens Sales		Total Collections	
	Actual FY 18 ¹	Actual FY 19	Actual FY 18	Actual FY 19	Actual FY 18	Actual FY 19	Actual FY 18	Actual FY 19	FY 18	FY 19
July	72,052,947	96,451,948	563,438	(342,432) ²	164,879	251,077	-	-	72,781,264	96,360,592
August	63,826,289	42,246,468	840,437	525,224	345,654	387,653	-	-	65,012,380	43,159,346
September	2,808,259	2,271,622	561,471	17,906 ⁴	298,264	718,507 ⁵	-	-	3,667,993	3,008,035
October	1,796,685	2,646,106	433,128	(278,383) ⁶	257,399	246,322	-	-	2,487,212	2,614,045
November	1,178,908	1,971,266 ⁷	431,214	469,702	250,517	318,786	-	-	1,860,639	2,759,753 ⁷
December	12,652,433	13,258,728	607,524	382,154 ⁸	328,728	280,737	-	-	13,588,686	13,921,620
January	81,413,149	74,752,130 ⁹	335,485	506,639	180,300	318,802	-	-	81,928,934	75,577,571
February	27,186,117		611,128		405,089		-	-	28,202,334	-
March	2,598,384		406,746		437,264		-	-	3,442,395	-
April	1,928,088		409,219		333,732		-	-	2,671,040	-
May	1,905,402		273,259		369,281		379,002	-	2,926,943	-
June	1,015,705		253,766		337,902		1,197,113	-	2,804,487	-
Total Collections	270,362,368	233,598,269	5,726,813	1,280,810	3,709,011	2,521,883	1,576,115	-	281,374,307	237,400,962
60 Day Collections (Year End entry)			1,021,870						1,021,870	-
Adjusted Total Collections	270,362,368	233,598,269	6,748,683	1,280,810	3,709,011	2,521,883	1,576,115	-	282,396,177	237,400,962
	Current Year Taxes		Prior Year Taxes		Interest		Liens Sales		Total Collections	
	FY 18	FY 19	FY 18	FY 19	FY 18	FY 19	FY 18	FY 19	FY 18	FY 19
Total Budget	266,698,436	273,861,323	7,416,725	5,500,000	4,450,000	3,900,000	1,500,000	750,000	280,065,161	284,011,323
Total Adjusted Levy at July 1st³	292,142,980	289,991,265	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Collections through January	235,728,671	233,598,269	3,772,697	1,280,810	1,825,742	2,521,883 ⁵	-	-	241,327,109	237,400,962
Outstanding Receivable at 01/31/19	49,089,346	49,681,538	45,454,386	48,216,962	n/a	n/a	n/a	n/a	n/a	n/a
% of Budget Collected	88.39%	85.30%	50.87%	23.29%	41.03%	64.66%	0.00%	0.00%	86.17%	83.59%
% of Adjusted Levy Collected	80.69%	80.55%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Mill Rate Real Estate	74.29	74.29								
Mill Rate Personal Property	74.29	74.29								
Mill Rate Motor Vehicle	39	45								

¹ FY18 is not finalized until we complete the annual audit as there may be reconciliation and audit adjustments.

² July's negative balance is due to adjustments as a result of tax appeal settlements and PY overpayments.

³ The final adjusted levy at 6/30 for FY2018 totaled \$291,086,166. Changes from the levy at 7/1 to 6/30 are mainly due to tax appeals and abatements finalized throughout the fiscal year.

⁴ September's reduced collections is due to a large adjustment from tax appeal settlements.

⁵ September- \$470K interest paid in 09/2018 for PY tax 2009 from New Talcott Plaza LLC/Shelbourne Group.

⁶ October's PY negative balance is due to adjustments & transferred payments upon Corp Council & Assessment's agreements. (\$666K of SGS Pearl, LLC | \$242K of RP Asylum LLC) | \$42K of Newgate Corp)

⁷ \$900K increased in November YtY was driven by significant transactions increased for RE's current levy; and a result of "fee relief program for PP in Oct & Nov.(RE & PP had 901 & 328 transactions in Nov 2018 vs. 701 & 89 transactions in Nov 2017 respectively).

⁸ December prior levy includes tax appeal settlement for Asylum LLC for \$100K and \$42K for S. Meadows No 3 & No 4 LLC

⁹ January current year levy collection actuals are lower compared to the FY18 January. However, February collections are trending higher than last year.

Expenditure Summary - Departments

	FY2018 AUDITED ACTUAL	FY2019 ADOPTED BUDGET	FY2019 REVISED BUDGET	FY2018 ACTUAL (JAN)	FY2019 ACTUAL (JAN)	FY2019 PROJECTION	VARIANCE
00111 MAYOR'S OFFICE	690,350	797,134	797,134	390,752	409,391	749,625	47,509
00112 COURT OF COMMON COUNCIL ¹	481,167	506,800	506,800	278,106	283,053	523,504	(16,704)
00113 TREASURER	397,500	558,509	558,509	215,858	254,453	547,540	10,969
00114 REGISTRARS OF VOTERS	457,848	377,365	627,694	267,937	416,983	624,739	2,955
00116 CORPORATION COUNSEL	1,439,951	1,544,801	1,544,801	801,889	770,445	1,436,269	108,532
00117 TOWN & CITY CLERK	708,047	794,739	794,739	377,178	398,878	748,507	46,232
00118 INTERNAL AUDIT	464,197	507,132	507,132	268,995	281,139	505,079	2,053
00119 CHIEF OPERATING OFFICER	774,567	811,006	811,006	444,585	401,366	709,909	101,098
00122 METRO HARTFORD INNOVATION SERV	2,996,431	3,174,113	3,174,113	1,748,117	1,851,566	3,174,113	0
00123 FINANCE	3,283,736	3,866,529	3,866,529	1,818,852	1,823,205	3,637,541	228,988
00125 HUMAN RESOURCES	1,008,374	1,246,526	1,246,526	469,469	699,024	1,227,669	18,857
00128 OFFICE OF MANAGEMENT & BUDGET	666,029	1,013,945	1,013,945	351,436	492,818	953,263	60,682
00132 CHILDREN FAMILY RECREATION ²	3,079,173	3,392,778	3,392,778	2,155,038	2,180,147	3,410,115	(17,337)
00211 FIRE	38,443,976	33,267,580	33,267,580	21,858,534	18,072,773	32,836,858	430,722
00212 POLICE	39,178,526	46,473,493	46,473,493	22,102,120	22,069,061	40,944,934	5,528,559
00213 EMERGENCY SERVICES & TELECOMM. ³	3,614,141	3,824,904	3,824,904	2,145,331	2,156,909	3,915,101	(90,197)
00311 PUBLIC WORKS	12,501,725	13,922,330	13,922,330	7,059,537	6,666,694	13,283,004	639,326
00420 DEVELOPMENT SERVICES	3,379,633	4,157,700	4,157,700	1,926,826	1,802,851	3,634,062	523,638
00520 HEALTH AND HUMAN SERVICES ⁴	4,103,079	5,028,529	5,028,529	2,149,138	1,319,996	4,721,300	307,229
00711 EDUCATION ⁵	283,943,410	284,008,188	284,008,188	151,512,288	150,305,718	284,605,884	(597,696)
00721 HARTFORD PUBLIC LIBRARY ⁶	8,100,000	8,150,000	8,150,000	4,725,000	868,611	1,483,333	6,666,667
00820 BENEFITS & INSURANCES	90,369,281	93,793,869	93,793,869	55,308,863	50,140,074	92,396,438	1,397,431
00821 DEBT SERVICE ⁷	58,011,334	17,423,430	17,423,430	28,087,184	4,698,456	23,423,430	(6,000,000)
00822 NON OP DEPT EXPENDITURES ⁸	36,142,260	41,399,706	41,149,377	22,081,991	24,305,148	43,249,377	(2,100,000)
Grand Total	594,234,736	570,041,106	570,041,106	328,545,024	292,668,759	562,741,592	7,299,514

¹ The Court of Common Council projected deficit of \$17K is due to part-time assistants expenditures.

² The projected deficit of \$17K in Children Family Recreation is attributable to overtime costs for Recreation services.

³ The projected deficit of \$90K in Emergency Services and Telecommunications is attributable to overtime costs net of vacancy savings. Vacancies are under recruitment.

⁴ A Lead Hazard Control and Healthy Homes HUD grant was audited and non-compliance was determined regarding entering contracts after the end of the grant. While management action has been taken to address the non-compliance issue, Health and Human Services will have an unbudgeted expenditure of \$447K. This expense is planned to be absorbed by a favorable trend in relocation expenses.

⁵ The Education projection has increased by \$598K due to the State Department of Education providing additional funding for the educational support of displaced students from Puerto Rico.

⁶ Library is favorable due to a Corporate contribution of \$10.0M, of which \$6.667M has been provided directly to the Hartford Public Library.

⁷ Under the executed Contract Assistance agreement, \$48.57M of General Obligation debt service payments will be made on the City's behalf by the State of Connecticut. Consistent with GAAP rules, the contract assistance payments will be recorded as donated capital revenue. The debt service expenditures will also be recorded in the ledger in the Debt Service line item to properly reflect the retirement of debt. This unbudgeted debt expense will be offset by contract assistance revenue, together of which will net to zero. The financial report at fiscal year end will be adjusted to reflect these entries that have occurred in the ledger. The total YTD revenue and expense is approximately \$35.59M. Debt is projected to be \$23.42M due to additional capital needs.

⁸ Non-Operating includes additional settlement expenses of \$3.0M associated with stadium litigation and \$300K in utilities, offset by a favorable \$1.2M expense credit for a relocation case where actual costs for displaced families were lower than estimated.

Expenditure Summary - Major Expenditure Category

	FY2018 AUDITED ACTUAL	FY2019 ADOPTED BUDGET	FY2019 REVISED BUDGET	FY2018 ACTUAL (JAN)	FY2019 ACTUAL (JAN)	FY2019 PROJECTION	VARIANCE
PAYROLL	102,266,638	108,197,525	108,364,391	58,894,573	54,817,727	100,431,279	7,933,112
FT ¹	78,881,011	92,203,755	92,212,581	44,420,930	44,850,797	83,292,591	8,919,990
HOL ¹	2,519,149	2,445,733	2,445,733	1,635,357	1,257,538	2,433,708	12,025
OT ¹	19,235,767	12,132,529	12,132,529	11,639,622	7,265,615	12,877,077	(744,548)
PT ¹	1,630,712	1,415,508	1,573,548	1,198,664	1,443,777	1,827,904	(254,356)
BENEFITS	90,369,281	93,793,869	93,793,869	55,308,863	50,140,074	92,396,438	1,397,431
HEALTH ¹⁵	34,536,346	35,882,979	35,882,979	22,332,226	17,773,972	35,382,979	500,000
MITIGATION ²	0	(500,000)	(500,000)	0	0	0	(500,000)
PENSION ³	45,565,981	45,755,045	45,755,045	25,302,614	25,350,267	45,672,045	83,000
INSURANCE	4,589,297	4,890,000	4,890,000	3,458,723	3,647,390	4,890,000	0
CONCESSIONS ⁴	464,076	(1,000,000)	(1,000,000)	0	0	(800,000)	(200,000)
FRINGE REIMBURSEMENTS ⁵	(4,094,152)	(2,750,000)	(2,750,000)	(1,399,490)	(2,393,348)	(4,200,000)	1,450,000
LIFE INSURANCE	252,536	315,652	315,652	146,005	151,909	315,652	0
OTHER BENEFITS ⁶	4,254,156	4,900,193	4,900,193	2,464,784	2,409,884	4,568,230	331,963
WAGE ⁷	0	900,000	900,000	0	0	800,000	100,000
WORKERS COMP ⁸	4,801,040	5,400,000	5,400,000	3,004,000	3,200,000	5,767,532	(367,532)
DEBT	58,011,334	17,423,430	17,423,430	28,087,184	4,698,456	23,423,430	(6,000,000)
DEBT ⁹	58,011,334	17,423,430	17,423,430	28,087,184	4,698,456	23,423,430	(6,000,000)
LIBRARY	8,100,000	8,150,000	8,150,000	4,725,000	868,611	1,483,333	6,666,667
LIBRARY ¹⁰	8,100,000	8,150,000	8,150,000	4,725,000	868,611	1,483,333	6,666,667
MHIS	2,996,431	3,174,113	3,174,113	1,748,117	1,851,566	3,174,113	0
MHIS	2,996,431	3,174,113	3,174,113	1,748,117	1,851,566	3,174,113	0
UTILITY	22,079,682	23,964,607	24,023,285	14,066,477	14,700,164	24,323,285	(300,000)
UTILITY ¹⁴	22,079,682	23,964,607	24,023,285	14,066,477	14,700,164	24,323,285	(300,000)
OTHER	26,467,959	31,329,374	31,103,830	14,202,524	15,286,443	32,903,830	(1,800,000)
COMMUNITY ACTIVITIES	2,672,623	2,578,776	2,578,776	1,556,196	1,282,370	2,578,776	0
CONTINGENCY ¹¹	329,799	4,435,019	1,143,118	54,080	67,425	4,143,118	(3,000,000)
CONTRACTED SERVICES	3,416,930	3,809,682	3,918,458	1,259,547	1,548,721	3,918,458	0
ELECTIONS	71,296	208,044	0	0	0	0	0
GOVT AGENCY & OTHER	750,000	0	0	0	0	0	0
LEASES - OFFICES PARKING COPIER	976,678	1,942,984	1,923,184	2,152,695	833,828	1,923,184	0
LEGAL EXPENSES & SETTLEMENTS ¹²	6,489,996	2,616,500	5,516,500	1,477,222	4,291,102	4,316,500	1,200,000
OTHER	3,139,123	4,319,822	4,578,875	1,843,070	1,545,267	4,578,875	0
OUT AGENCY	0	0	0	0	0	0	0
POSTAGE	193,625	231,419	231,419	130,000	150,004	231,419	0
SUPPLY	3,534,279	4,236,320	4,214,019	1,610,645	1,918,919	4,214,019	0
TECH, PROF & COMM BASED SERVICES	1,425,931	1,976,350	2,025,023	651,388	822,884	2,025,023	0
VEHICLE & EQUIP	3,467,680	4,974,458	4,974,458	3,467,680	2,825,923	4,974,458	0
EDUCATION	283,943,410	284,008,188	284,008,188	151,512,288	150,305,718	284,605,884	(597,696)
EDUCATION ¹³	283,943,410	284,008,188	284,008,188	151,512,288	150,305,718	284,605,884	(597,696)
Grand Total	594,234,736	570,041,106	570,041,106	328,545,024	292,668,759	562,741,592	7,299,514

¹ Payroll (FT, PT, OT and Holiday) is projected to be net favorable by \$7.9M. The methodology of the full-time payroll projection (detailed in the appendix) reflects 27 weeks of actual payroll expenses with 25.2 weeks remaining. Vacancies are assumed to be refilled with 21.2 weeks remaining in the fiscal year. A Police class started recently and 19 Officers for March are projected. Vacancy and attrition savings of \$8.9M are offset by a projected shortfall of \$745K in OT and \$254K in Part-time salary expenses. Payroll will continue to be monitored throughout the fiscal year.

² Mitigation of \$500K reflects non-Public Safety budgeted attrition and vacancy savings. The Police and Fire departments respectively include \$1.17M and \$1.56M in budgeted attrition and vacancy savings. In total, \$3.23M is budgeted for attrition city-wide.

³ The total MERF Pension Actuarial Defined Employer Contribution (ADEC) for the City of Hartford is \$44.22M. This includes the BOE and Library ADEC of \$4.78M and \$925K respectively, which are separately budgeted in the BOE and Library line items. The City's total ADEC for Police, Fire and Municipal workers of \$38.50M is fully budgeted and will be incurred in full compliance with the contract assistance agreement. In addition, the primary driver of \$83K of favorability in Pension is a small closed plan for Firefighters.

⁴ The outcome of the arbitration award for HMEA is anticipated no earlier than March/April 2019. As of January, the MLA contract has not been executed. The MLA contract is anticipated to be executed in the coming months. Concessions savings have been adjusted accordingly.

⁵ Fringe reimbursements for grant funded employees are projected to be favorable due to Police and Fire grants.

⁶ Other Benefits is projected to be favorable due to the continuing trends in Social Security and Unemployment compensation.

⁷ Wage reserve has been adjusted to reflect maximum exposure in FY2019.

⁸ Workers' Compensation is net unfavorable due to the trend in claims.

⁹ Debt is projected to be \$23.42M due to additional capital needs.

¹⁰ Library is favorable due to a Corporate contribution of \$10.0M, of which \$6.667M has been provided directly to the Hartford Public Library.

¹¹ Additional settlement expenses of \$3.0M associated with stadium litigation are projected within Contingency in Other Non-Personnel.

¹² Legal Expenses and Settlements is projected to be \$1.2M favorable due to the finalization of a relocation case where actual costs for displaced families were lower than estimated.

¹³ The Education projection has increased by \$598K due to the State Department of Education providing additional funding for the educational support of displaced students from Puerto Rico.

¹⁴ Utilities are unfavorable by \$300K due to the trend in piped heat/chilled water consumption, piped gas and water, offset by favorability in disposal costs and gasoline.

¹⁵ Health care expenditures are projected to be favorable due to claim trends.

Appendix

FY2019 Full-time Payroll Projection (through January)

Row Labels	Budgeted HC	Budgeted Annual Amount	YTD thru check issue 1/11 (27 weeks)	Projection (25.2 weeks)	YTD thru 01/11 plus Projection (25.2 weeks)	Remaining Estimated Steps	Total Projection	Variance (Budgeted to Projected)
111-Mayor	11	721,078	356,598	335,642	692,239	677	692,916	28,162
112-CCC	7	351,504	175,467	169,692	345,159	0	345,159	6,345
113- Treas	9	481,197	230,045	238,148	468,193	1,909	470,103	11,094
114- ROV	6	285,985	148,150	134,935	283,085	0	283,085	2,900
116-Corp Counsel	17	1,486,746	691,637	674,077	1,365,714	0	1,365,714	121,032
117- Clerk	11	675,645	301,428	316,284	617,712	910	618,622	57,023
118-Audit	5	503,254	259,549	241,352	500,901	0	500,901	2,353
119-COO	6	470,676	163,276	204,668	367,944	1,260	369,204	101,473
123- FIN	46	3,500,910	1,616,486	1,655,842	3,272,329	10,094	3,282,422	218,488
125- HR	13	925,781	405,757	435,271	841,028	1,129	842,157	83,624
128-OMBG	11	905,375	430,770	412,367	843,136	1,807	844,943	60,432
132-FCYR	11	821,271	410,789	391,352	802,141	2,355	804,497	16,774
211- Fire	362	26,982,318	12,714,600	12,092,149	24,806,749	167,352	24,974,101	2,008,217
212- Police	540	38,005,529	15,652,934	15,468,826	31,121,761	137,357	31,259,118	6,746,411
213- EST	49	3,030,454	1,289,209	1,346,474	2,635,682	8,678	2,644,360	386,094
311- DPW	185	9,632,739	4,163,348	4,527,662	8,691,010	46,192	8,737,202	895,537
420- Devel Serv	54	4,001,061	1,584,761	1,836,316	3,421,077	15,186	3,436,264	564,797
520- HHS	31	2,085,679	781,430	985,816	1,767,246	11,879	1,779,125	306,554
Grand Total	1,374	94,867,202	41,376,233	41,466,873	82,843,107	406,785	83,249,891	11,617,311

FT- Fire and Police Attrition (2,731,271)
 FT- Development Services Attrition (20,000)
 FT- Net other payroll (stand-by & long 86,150)
FT- Total Revised Budget 92,202,081

FT- Fire and Police Attrition (2,731,271)
 FT- Development Services Attrition (20,000)
 FT- Subtotal Variance 8,866,040

 Non-Sworn Attrition (within Benefits) (500,000)
Total Variance (favorable) 8,366,040

Assumptions

- 1) Analysis is based on year-to-date actuals from check date 1/11/19, which includes 27 pay periods, and projects filled positions for 25.2 future week.
- 2) Non-sworn vacancies are projected for late January or 21.2 future weeks
- 3) Police has 19 recruits planned to start in March
- 4) No future Fire FY2019 classes planned
- 5) Adopted head count is 1388 with 14 MHIS positions funded in the MHIS internal service fund

CITY OF HARTFORD: DATTCO Contract Renewal for FY19



- **Client Profile:** DATTCO serves the elderly (60+) population of Hartford by providing them transportation to the City's Senior Centers, medical appointments, and grocery stores.
- **Scope and Cost of Contract:** **DATTCO** shall continue to provide ADA bus transportation through the City's Dial-A-Ride program to Hartford's elderly community, five days a week, 6 hours a day, using a total of six buses on Monday and seven buses Tuesday through Thursday. The renewal contract for FY2019 (year 3) is \$730,000 for services from July 1, 2018 through June 30, 2019.
- **Demographics:** Residents over the age of 60 year old, primarily African American and Latinos.

CITY OF HARTFORD: DATTCO Contract Renewal for FY19



- **RFP History:** DATTCO was awarded a one-year grant with an option for renewal for three additional years after undergoing a competitive Request for Proposals (RFP) process.
 - In FY18, the City of Hartford/HHS released a competitive Request for Proposals (RFP) for its Dial-A-Ride service. Though it was the only application received, it was judged by a panel of City of Hartford employees to meet the requirements set out by the RFP.
 - As stated in the RFP, the award was for the time period of July 1, 2017 to June 30, 2018, with the option to renew annually for three additional years, contingent upon performance and funding.
- **Revised Program Goals** for the upcoming fiscal year will be as follows:
 - Increase the social connectivity of the City's seniors
 - Provide access to health care
 - Ensure access to healthy foods

CITY OF HARTFORD: DATTCO FY19 Metrics



OUTCOME 1: Increase the social connectivity of the City's seniors

- Biannual survey with seniors to determine satisfaction with Dial-A-Ride services
- Increased membership at Senior Centers

OUTCOME 2: Provide access to health care

- Data on annual trips
- Number of unduplicated riders for medical trips

OUTCOME 3: Ensure access to healthy foods

- Biannual survey with seniors to determine access to healthy foods in their neighborhood and as a result of DAR services
- Number of seniors riding shuttle



CITY OF HARTFORD

CONTRACT ☐

CONTRACT AMENDMENT / CHANGE ORDER ☒

GRANT APPLICATION / AWARD ☐

OTHER ☐ : _____

ROUTING TABLE

Updated 9/26/2018

Date:	02/13/2019	
Initiating Department:	Health & Human Services Dept.	
Contact Person & Telephone #:	Anila Ceka 860-757-4765	
Project Title:	Elderly Transportation Services	
Project #:	HHS2019-38 (#5777)	Amendment#1, Ext#1
Term of Contract (start & end date):	07/01/2018 - 06/30/2019	
Total Cost of Project:	Total Cost:\$730,000.00	
General Fund \$ / MUNIS Account Coding:	\$ 535,259.00	520017-590006
Grant Fund \$ / MUNIS Account Coding:	\$ 60,000.00	25452012-590006-H1988 (Not yet set up)
	\$134,741.00	25452012-590006-H1988 (Not yet set up)
CIP Fund \$ / MUNIS Account Coding:	\$ N/A	N/A
Vendor Name / Vendor #:	Dattco Inc.	
Council Resolution Date:	N/A	

	TITLE	SIGNATURE	DATE
1. Initiating Department	Department Head		2/13/19
2. Procurement Services Unit (Communications & Revisions)	Procurement Specialist		
3. Procurement Services Unit	Procurement Manager		
4. Management & Budget (non-CIP) / Finance (CIP only)	Director of M&B / Director of Finance		
MARB Approval Required <input type="checkbox"/> Initials: _____	MARB Approval Rec'd Yes <input type="checkbox"/> No <input type="checkbox"/>		
5. Corporation Counsel (Form & Legality)	Corporation Counsel		
6. Mayor's Office	Chief Operating Officer		

Executed Contracts are released to Procurement for distribution. Initials / Date:

CITY OF HARTFORD

INTERDEPARTMENTAL MEMORANDUM

To: Howard G. Rifkin, Corporation Counsel

From: Anila Ceka, Senior Administrative Analyst

Date: February 5th, 2019

Subject: Review as to Form and Legality
Contract Re: HHS2019-38, Amend 1, Ext 1
With DATTCO Inc.

Submitted herewith is one (1) copy of the above referenced contract for Elderly Transportation Services between the City and the **DATTCO Inc.**
The total compensation for this contract is \$730,000.00 for fiscal year 2018-2019.

At your earliest convenience, please review and approve, as to form and legality of the enclosed agreement. Please send signed contract to the attention of Anila Ceka, Senior Administrative Analyst.

If you require additional information, please contact the undersigned at (860) 757- 4765.

Thank You.

Anila Ceka
Senior Administrative Analyst

Enclosure(s)



LUKE A. BRONIN
Mayor

CITY OF HARTFORD
DEPARTMENT OF HEALTH AND HUMAN SERVICES
131 Coventry Street
Hartford, Connecticut 06112
Ph: (860) 757-4700
Fax: (860) 722-6851
www.hartford.gov



LIANY E. ARROYO
Health Director

The Dattco Inc.
Attn: Donald A. DeVivo, Its President
583 South Street, New Britain
New Britain, CT 06051

Contract No. 5777 - HHS 2019-38
Letter of Amendment No. One (1) – Extension Number One (1)
Elderly Transportation Services

In accordance with Paragraph 2, 12 the City of Hartford and the Provider hereby amend the above referenced Contract for the provision of services as required for the above named Program during the term of July 1, 2018 through and including June 30, 2019. The Scope for the renewal period shall be identified respectively, in Exhibit A of this Contract Amendment.

Total Compensation for this Contract Amendment is **Seven Hundred Thirty Thousand Dollars (\$730,000.00)** as identified in terms contained; attached hereto as Exhibit B. Provider shall prepare and submit invoices documenting services provided as required by the City's Managing Authority. All invoices for payment shall be accompanied by documentation as required by the Managing Authority.

All other terms and conditions of the original contract, not affected by this, or previous Letters of Amendment, shall remain intact and binding and are incorporated herein by reference. In addition, the following documents are required in order to fully execute your contract with the City:

1) A current Certificate of Insurance per the attached insurance requirements for the City of Hartford. The following wording must appear in the space provided for "comments" on the Accord Insurance Certificate Form: ***The City of Hartford is included as an Additional Insured, ATTIMA.*** The City of Hartford insists that parties contracting with it get the language from their insurance companies that written notice will be given as per the agreement.

2) Equal Employment Opportunity (EEO) Application. You can download the application the application at: http://www.hartford.gov/images/Procurement/Bidders_EEO.htm, or complete the enclosed application (on file).

In mutual agreement of the foregoing, the City of Hartford and The Dattco Inc. have executed this Amendment No. One (1), Extension No One (1) Contract No. 5777 on this ____ day of ____ 2019.

For: **THE DATTCO INC.**
By: *Donald A. DeVivo* 2/12/19
Donald A. DeVivo Date
Its President

For: **OFFICE OF THE MAYOR**
By: _____/_____
Luke A. Bronin Date
Its Mayor

For: **CITY OF HARTFORD**
By: *Liany E. Arroyo* 13/19
Liany E. Arroyo Date
Its Director of Health and Human Services

For: **CORPORATION COUNSEL**
By: _____/_____
Howard G. Rifkin Date
Corporation Counsel

EXHIBIT A

SCOPE OF SERVICES

CONTRACT FOR PROFESSIONAL SERVICES

by and between

CITY OF HARTFORD

and

DATTCO, Inc.

for

Elderly Transportation Services

This Agreement is by and between the City of Hartford, a Connecticut municipal Corporation having its territorial limits within the County of Hartford and State of Connecticut, acting herein by Luke A. Bronin, its Mayor, duly authorized hereinafter referred to as the City, and DATTCO, Inc. whose address is 583 South Street, New Britain, CT 06051 acting herein by Donald A. Devivo, its President, duly authorized, hereinafter referred to as the Provider.

1. SCOPE OF SERVICES

The City of Hartford hereby engages Provider to provide elderly transportation services on an as-needed basis as set forth on Exhibit A attached hereto ("Services"), subject to the terms and conditions in this Agreement.

2. TERM

The term of this Agreement will be for one year starting July 1, 2017 and ending on June 30, 2018. The City has the option to extend this contract for (3) additional (1) year terms in the City's sole and absolute discretion and subject to the availability of funds authorizing such extension and subject to pricing mutually acceptable to the City and the Provider.

3. COMPENSATION

For services rendered by Provider as detailed in Exhibit A of this Contract, Provider shall be paid according to the rates set forth in Exhibit B.

City's obligation to make any payments for any Services rendered hereunder is expressly contingent upon Provider having satisfactorily performed the same. In the event that City reasonably determines in good faith that Provider's work is not satisfactory, or if City reasonably believes Provider otherwise has breached any of its obligations under this Agreement, City may take corrective action, including, but not limited to, the following:

- (i) Delay of payment;
- (ii) Adjustment of payment; and/or
- (iii) Suspension or termination of this Agreement.

Payment will be made by City for any Services provided hereunder within thirty (30) days of its receipt of Provider's invoice therefor in accordance with this Section.

4. MANAGEMENT

The Director of Health and Human Services or his/her designee will manage this contract for the City. The City will co-manage all center operations and shall also work closely with the Provider in all aspects of the programs and services and each shall follow reasonable suggestions of the other to improve same.

5. RELATIONSHIP BETWEEN THE PARTIES

It is mutually agreed that the Provider including its employee(s) is an independent contractor and not an officer, employee or agent of the City, and that this Agreement is a contract for services and not a contract of employment, and that, as such, the Provider and its employee(s) shall not be entitled to any employment benefits of the City such as, but not limited to: vacation, sick leave, insurance, workers' compensation, pension and retirement benefits. All personnel matters affecting staff will be the responsibility of the Provider.

The Provider agrees to report any staff reductions, replacements and terminations to the City in writing within ten (10) days of the occurrence

6. HOLD HARMLESS AGREEMENT

The Provider, its agents and assigns shall indemnify and hold harmless the City of Hartford, including but not limited to, its elected officials, officers, and agents, (collectively, "the City Indemnities") from any and all claims made against the City Indemnities, including but not limited to, damages, awards, costs and reasonable attorneys' fees, to the extent any such claim directly and proximately results from the wrongful, willful or negligent performance of services by or on behalf of the Provider hereunder or under any other agreements of the Provider entered into by reason thereof. The City agrees to give the Provider prompt notice of any such claim and absent a conflict of interest, an opportunity to control the defense thereof. The foregoing indemnity shall survive the termination or expiration of this agreement.

7. INSURANCE

The Provider shall furnish the following insurance coverage prior to commencing any services hereunder. Insurance shall be issued by an insurance company licensed to conduct business in the State of Connecticut with a Best's Key Rating of A-, VIII or better. Insurance coverage shall remain in full force for the duration of the Contract term including any and all extensions or renewal thereof. Each insurance certificate shall contain a (30) day notice of cancellation. All renewal certificates shall be furnished at least thirty (30) days prior to policy expiration.

7.1 Commercial General Liability Insurance, Including Contractual Liability Insurance, Products-

Completed Operations, with limits not less than \$2,000,000.00 Combined Single Limit Bodily Injury and Property Damage. All, if any, deductibles are the sole responsibility of the selected Provider to pay and/or indemnify.

7.2 Workers' Compensation Insurance in accordance with Connecticut General Statutes.

7.3 Employer's Liability:

\$100,000 bodily injury for each accident;
\$100,000 bodily injury by disease for each employee;
\$500,000 bodily injury by disease aggregate

- 7.4 **Automobile Liability Insurance:**
\$1,000,000 Combined Single Limit Bodily Injury and Property Damage.
- 7.5 **Inland Marine:** covering the City of Hartford {Named Department Commodity} from all causes of loss during transportation (motor truck cargo or trip transit) up to and including storage (basic causes of loss form). n/a
- 7.6 **Fidelity Bond:** Shall be maintained in an amount no less than the total amount of the contract for the duration of the contract including any renewal or extension thereof. n/a
- 7.7 **The City of Hartford:** Shall be named Loss payee under the Inland Marine Policy(ies) noted in 7.5 above. n/a
- 7.8 **Professional Liability:** issued on a claims made basis with a \$2,000,000 Single Limit for the Term and for two years thereafter.
- 7.9 **The City of Hartford is included as an Additional Insured, AIIIMA.** Under the Commercial General Liability Automobile Liability and Employer's Liability Insurance Policies. THE UNDERLINED WORDING MUST BE SHOWN IN THE SPACE PROVIDED FOR "COMMENTS" ON THE ACORD INSURANCE CERTIFICATE. (Additional Insured requirement is not required for Workers' Compensation and Professional Liability coverage's).
- 7.10 Each insurance coverage named above shall provide not less than a thirty (30) day notice of cancellation to the City. All policies shall be on the occurrence form. Any and all exceptions shall be reviewed by the City's Risk Manager.
- 7.11 It is further agreed that the amount of insurance required herein does not, in any way, limit the liability of the Provider by virtue of its promise to hold City harmless so that in the event that any claims results in a settlement or judgment in any amount above the limits set in Paragraph 7.1 herein, the Provider shall be liable to, or for the benefit of, the City for the excess.
- 7.12 Insurance requirements and coverage may be reviewed from time to time during the Term and all extensions and renewals hereof. The Provider agrees to comply with any and all reasonable insurance requirements or modifications made by the City's Risk Manager.
- 7.13 Cancellation or other termination of insurance policies required by this Agreement without immediate replacement thereof may be considered a default of the terms and conditions of this Agreement. The Provider agrees that such default may be cured by procurement of insurance on behalf of Provider, at the Provider's expense, at City's option.
- 7.14 Provider shall be responsible for all deductibles including payment and indemnity to the City.

8. **PUBLIC RELATIONS**

All publicity efforts, including without limitation posters, invitations to events, publications, brochures and news releases, shall contain the following statement, as applicable:

This program is funded by the City of Hartford; or

This program is funded in part by the City of Hartford.

9. CONFLICT OF INTEREST

The City and the Provider hereby agree that no member of the governing body of the City, or its designees or agents, and no other City official, either paid or unpaid, or employee, who exercises any function or responsibility with respect to this program during the individual's tenure or thereafter, shall have any personal or financial interest, direct or indirect, in any contract or subcontract, or the proceeds thereof for work and/or services to be performed in connection with the program assisted under this Agreement. The Provider shall cause to be incorporated, in all subcontracts a provision prohibiting such interest pursuant to the provisions of this section.

10. EVENTS OF DEFAULT AND REMEDIES

10.1 Events of Default

Any of the following occurrences or acts shall constitute an Event of Default under this Agreement:

- 10.1.1 If default shall be made by the Provider, its successors or assigns, in the performance or observance of any of the covenants, conditions or agreements on the part of the Provider set forth in this Agreement; or
- 10.1.2 If any determination shall have been made by competent authority such as, but not limited to, any federal, state or local government official, or a certified public accountant, that the Provider's management or any accounting for its funding, from whatever source, is improper, inadequate or illegal, as such management or accounting may relate to the Provider's performance of this agreement; or
- 10.1.3 If a decree or order by a court having jurisdiction in the matter shall have been entered adjudging the Provider bankrupt or insolvent or approving as properly filed a petition seeking reorganization, readjustment, arrangement, composition or similar relief for the Provider under the federal bankruptcy laws, or any other similar applicable federal or state law; or
- 10.1.4 If any competent authority shall have determined that the Provider is in default of any federal, state or local tax obligation.
- 10.1.5 Pursuant to a Resolution passed by the Court of Common Council on September 13, 1982, default on the part of any outstanding debt owed to the City by the Provider shall be considered just cause for termination of this Agreement. Default shall be considered to have occurred when a monthly payment required by a repayment agreement is thirty (30) or more days late.

10.2 Election of Remedies

If any Event of Default hereunder shall have occurred and be continuing for more than thirty (30) days following written notice thereof from the City to the Provider the City may elect to pursue any one or more of the following remedies, in any combination or sequence:

- 10.2.1 Take such action as it deems necessary, including, without limitation, the temporary withholding or reduction of payment;
- 10.2.2 Suspend program operation;

10.2.3 Require the Provider to correct or cure such default to the satisfaction of the City; and

10.2.4 Terminate this Agreement for cause in accordance with Section 12 hereof.

The selection of any remedy shall not prevent or stop the City from pursuing any other remedy and shall not constitute a waiver by the City of any other right or remedy.

11. TERMINATION OF AGREEMENT

11.1 Termination

"Termination", for purposes of this Agreement, shall mean the cessation, upon the effective date of termination, of the following obligations only: The Provider's obligation to perform the services described in Section 1, Scope of Services, of this Agreement, and the City's obligation, as described in Section 3, Compensation, of this Agreement, to pay for such services. (Please reference section 4.8 of the RFP)

11.2 Termination for Cause

Upon the occurrence of any Event of Default, as set forth in Section 11.1 hereof, the City may terminate this Agreement by giving thirty (30) days' written notice thereof to the Provider. In the event that the City is in default of any of its obligations hereunder the Provider may terminate this Agreement by giving thirty (30) days written notice thereof to the City.

11.3 Termination for Program Change

In the event the program shall be terminated or significantly changed, the City may terminate this Agreement on thirty (30) days' written notice thereof to the Provider.

11.4 Termination for Non-availability of Funds

In the event the City shall not have funds available for this program, the City may terminate this Agreement on thirty (30) days' written notice thereof to the Provider.

11.5 Termination for Convenience

The City may terminate this Agreement at any time by giving thirty days (30) prior written notice thereof to the Provider.

11.6 Payment upon Termination

In the event this Agreement is terminated as herein provided in 12.3 through 12.5 above, the City shall make full payment to the Provider for all services performed up to and including the date of termination within ten (10) days of such date of termination.

12. AMENDMENTS

This Agreement may be amended by written instrument executed by the parties hereto, acting therein by their duly authorized representatives. The Provider's duly authorized representative shall be Donald A. DeVivo, President or his successor, and the City's duly authorized representative shall be Luke A. Bronin, its Mayor.

The City and the Provider may require changes in the Scope of Services to be performed hereunder. Such changes which are mutually agreed upon by and between the City and the Provider shall be incorporated in written amendments to this Agreement.

13. DISCLAIMER OR AGENCY OR THIRD PARTY BENEFICIARY RIGHTS

In no event shall anything in this Agreement be deemed to confer upon any person or entity agency status or third party beneficiary rights against the City.

14. ESTABLISHMENT AND MAINTENANCE OF RECORDS

The Provider agrees to establish and maintain fiscal control and accounting procedures, which assure proper accounting for all funds paid by the City to the Provider under this Agreement. The Provider agrees that all records with respect to all matters covered by this Agreement shall be maintained during the term of this Agreement, and for one full year following termination, including any renewal or extension.

15. AUDITS

At any time during normal business hours, with reasonable notice (not less than seven business days) and as often as may be deemed necessary by the City, the Provider shall make available to the City, for examination, all records with respect to all matters covered by this Agreement.

16. REPORTS AND INFORMATION

The Provider shall furnish the City with such information and reports concerning the progress and management of this project as may be required from time to time. The form of said reports shall be determined by the City and agreeable to the Provider and consistent with the City's requirements.

Monthly reports must be submitted in duplicate by the fifteenth working day of the month following the report period and must include: copies of payroll registers, canceled checks and other back-up documentation deemed necessary to support reimbursement of expenditures. Any subcontract program agreements must be submitted which detail agencies or individuals providing services under this contract, prior to execution.

The Provider will agree to comply with any reporting, auditing, documentation, invoicing or additional requirements imposed by the City or by the Director of Health & Human Services.

The Provider agrees to set up a separate account to administer the funds provided pursuant to this agreement and to provide the City with a detailed description of all fund expenditures on a monthly basis. This expenditure report must include payroll rosters to substantiate personnel expenses and program participant numbers.

The Provider also agrees to set up another account to deposit and manage all center revenues, including, but not limited to, membership fees, fundraising, nutrition and public donations. All center income must be reported monthly. The City may audit at will all Provider accounts related to this agreement and/or any of its amendments.

17. NON-ASSIGNABILITY

The Provider shall not assign or transfer any interest in this Agreement without prior written consent of the City.

18. SEVERABILITY

If any provision of this Agreement is held invalid, the remainder of this Agreement shall not be affected thereby if such remainder would then continue to conform to the terms and requirements of applicable law.

19. CUMULATIVE REMEDIES

All rights exercisable by and remedies of the City hereunder shall be cumulative and the exercise or beginning of the exercise by the City of any of its rights or remedies hereunder shall not preclude the City from exercising any other right or remedy granted hereunder or permitted by law.

20. GOVERNING LAW

This Agreement shall be governed by and construed in accordance with the laws and relevant ordinances and regulations of the State of Connecticut and the City of Hartford.

21. SUBCONTRACTORS

Portions of the services may be subcontracted, provided that:

21.1 The City shall give prior approval to such subcontract in writing.

21.2 All of the terms, covenants, conditions and provisions of this Agreement shall have been incorporated in such subcontracts(s) and the subcontractor(s) shall have agreed in writing to assume, perform and be bound by this Agreement and all the terms, covenants, conditions and provisions hereof.

21.3 The City shall not be liable for payment of any wages, materials, or other expenses of any subcontractors.

22. GENDER/NUMBER/TITLE

Words of any gender used in this Agreement shall be held and construed to include any other gender, and words in the singular shall be held and construed to include the plural, unless the Agreement requires otherwise. In the event of any discrepancy or conflict between the name and title of any person referred to in this Agreement, the title shall prevail.

23. NOTICES

All notices, approvals, demands, requests, or other documents required or permitted under this Agreement, other than routine communications necessary for the day-to-day operation of this agreement, shall be deemed properly given if hand delivered or sent by United States registered or certified mail, postage prepaid, at the following addresses:

As to the City:

Luke A Bronin, Its Mayor
City of Hartford
550 Main Street
Hartford CT 06103

As to the Provider:

Donald A. DeVivo, It's President
DATTCO, Inc.
583 South Street
New Britain, CT 06051

Dr. Gary Rhule, Director of Health and Human Services
131 Conventry Street
Hartford, CT 06120

24. SUCCESSORS

This Agreement, to the extent permitted herein, shall inure to the benefit of and be binding upon the parties hereto and any and all successors and assigns.

25. ANTI-DISCRIMINATION AND AFFIRMATIVE ACTION

The Provider agrees to abide by the provisions of Section 2-692 *et seq.* of the City of Hartford Municipal Code (as applicable), Executive Orders Number 3 and 17 of the State of Connecticut; and Presidential Executive Orders Number 11246, 11375 and 11063. In carrying out this program, the Provider shall not discriminate against any employee or applicant for employment because of race, color, religion, age, sex, national origin, mental disability, physical handicap, or sexual preference.

The Provider shall take affirmative action to ensure that applicants for with job related qualifications are employed, and that employees are treated during employment without regard to their race, color, religion, age, sex, national origin, mental disability, physical handicap, or sexual preference. Such action shall include, but not be limited to the following: employment, upgrading, demotion, or transfer, recruitment or recruitment advertising, layoff or termination, rates of pay or other forms of compensation, and selection for training; including apprenticeship. The Provider shall post in conspicuous places, available to employees and applicants for employment, notices to be provided by the Federal Government, setting forth the provisions of the non-discrimination clause.

The Provider shall state that all qualified applicants shall receive consideration for employment without regard to race, color, religion, age, sex, national origin, mental disability, physical handicap, or sexual preference. The Provider shall incorporate, or cause to be incorporated, this provision in any and all subcontracts entered into pursuant to this Agreement. The Provider agrees to abide by the terms and conditions contained in the City of Hartford's *Equal Employment Opportunity Questionnaire for Vendors and Contractors*.

26. AMERICANS WITH DISABILITIES ACT (ADA) OF 1990

The Provider agrees to abide by the provisions of the Americans with Disabilities Act (ADA) of 1990; Public Law 101-336, as applicable. (the "Act")

In compliance with this law, the Provider shall not discriminate against a qualified individual with a disability because of the disability of such individual in regard to job application procedures, the hiring, advancement, or discharge of employees, employee compensation, job training, and other terms, conditions, and privileges of employment. No qualified individual with a disability shall, by reason of such disability, be excluded from participation in or be denied the benefits of services, programs, or activities of the Provider, or be subjected to discrimination by the Provider. No individual shall be discriminated against on the basis of disability in the full and equal enjoyment of the goods, services, facilities, privileges, advantages or accommodations provided by the Provider.

Any television public service announcement that is produced or funded in whole or in part under this Agreement shall include closed captioning of the verbal content of such announcement. The Provider shall not discriminate against any individual because such individual has opposed any act or practice made unlawful by this Act or because such individual made a charge, testified, assisted, or participated in any manner in an investigation, proceeding, or hearing under this Act.

The Provider shall not permit coercion, intimidation, threatening, or interfere with any individual in the exercise or enjoyment of, or on account of his or her having exercised or enjoyed, or on account of his or her having aided or encouraged any other individual in the exercise or enjoyment of, any right granted or protected by this Act.

27. TAXPAYER IDENTIFICATION NUMBER

The Internal Revenue Service Form W-9, *Request for Taxpayer Identification Number and Certification* as submitted by the Provider, is hereby made a part of this Agreement and is incorporated herein by reference. It is understood and agreed that the City shall use the number as listed on the IRS Form W-9 to report any and all compensation paid to the Provider under this Agreement. It is further understood and agreed that the City shall not be liable for inaccurate information contained on said IRS Form W-9.

28. NON-WAIVER

Any failure by the City or the Provider to insist upon the strict performance by the other of any of the terms and provisions hereof shall not be a waiver, and each party hereto, notwithstanding any such failure, shall have the right thereafter to insist upon the strict performance by the other, of any and all of the terms and provisions of the Agreement and neither party hereto shall be relieved of such obligation by reason of the failure of the other to comply with or otherwise enforce any of the provisions of this Agreement.

29. DELINQUENCY IN OBLIGATIONS

The Provider hereby agrees that throughout the period of this Agreement, all taxes, contractual obligations and audit responsibilities owed to the City shall be and remain current.

30. CONDITIONS

The Provider hereby agrees to conform in all materials respects to all applicable laws and ordinances and statutes of the Federal Government, State of Connecticut and City of Hartford, including, but not limited to the following:

- (1) Civil Rights Act of 1964, as amended
- (2) Civil Rights Act of 1991, as amended
- (3) Federal Labor Standards (29 CFR Parts 3, 5, and 5a)
- (4) Architectural Barriers Act of 1969 (42 USC 4151)
- (5) Section 504 of the Rehabilitation Act of 1973
- (6) Hatch Act (Title 5 USC Chapter 15)
- (7) Living Wage Ordinance of the City of Hartford (Section 2-761 et seq of the Municipal Code of the City of Hartford)

31. ENTIRE AGREEMENT


This Agreement and its Exhibits attached hereto, contains the entire understanding between the parties hereto and supersedes any and all prior understandings, negotiations, and agreements whether written or oral, between them respecting the written subject matter, hereof.

IN WITNESS THEREOF, the CITY OF HARTFORD and the PROVIDER have executed this Contract as of this 29 day of September, 2017.

PROVIDER
DATTCO, Inc.

By: 
Donald A. DeVivo
Its President

CITY OF HARTFORD

By: 
Luke A. Bronin
Its Mayor

APPROVALS:

As to Form and Legality:

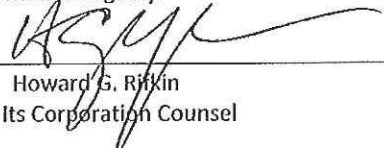
By:  9/20/17
Howard G. Rifkin
Its Corporation Counsel Date

EXHIBIT A – Detailed Scope of Services

REQUEST FOR PROPOSALS
"HHS- 2017 -24 - 5777 - DIAL-A-RIDE - ELDERLY TRANSPORTAION SERVICES"

II. GENERAL INFORMATION (CONT)

B. SCOPE OF WORK

Service/Program Requirements

The Provider will perform the tasks listed below

- Provide Program Administrative staff to work in conjunction with the City's Program Manager and/or its designee to monitor the day-to-day program operation to ensure cost effective and efficient service delivery is maintained and preserved during the term of this agreement
- Provide Bilingual Customer Services staff that will be part of the team that perform all the administrative functions related to the Dial-A-Ride program
- Provide door-to-door transportation services at an all-inclusive fixed rate per service hour. A service hour is defined as the total amount of time a rider from the City is on a bus and the time associated with travel to and from the pick-up of a rider during which the rider is not on the bus. The service will be provided in accordance to the Program Scope of Services.
- Follow the policies and program guidelines for the administration of the program provided by the City's Program Manager and/or through designated city staff.
- Provide monthly program expense invoice and a detailed activity summary report including number of trips, total vehicle hours, total vehicle miles and number of unduplicated passengers.
- Provide door-to-door transportation service five (5) days a week -Monday thru Friday from 8:15AM to 2:45PM
- Provide a city-wide Inter-Town neighborhood based Grocery Shuttle that shall operate on a set schedule and route on designated days. The shuttle service set schedule and fixed routes shall be established by the City of Hartford's Program Manager and/or designee.
- Service will not be available on the following holidays:

New Years Day	Memorial Day
Independence Day	Labor Day
Thanksgiving Day	Christmas Day

It will be the responsibility of the selected Provider to secure insurance as required by the City and any other component needed to operate a fully functional Dial A Ride (DAR) Program, including vehicle provision and maintenance. In addition, the Provider shall staff the operation inclusive of bus drivers, customer services and dispatch personnel. Representatives of Health and Human Services will be available, as needed, to provide technical assistance and supplemental program services but will not be involved in the direct provision of transportation services.

The selected Provider will be authorized to begin programs or services upon execution of a Letter of Agreement and/or issuance of a Purchase Order. The City reserves the right to negotiate schedules for services. Prospective contractors shall schedule to begin services no earlier than July 1, 2017 without prior written authorization from the City.

The contract that is issued from this RFP is subject to statutory authorization and available funding. The City of Hartford will only enter into services with awarded Contractor(s) who will be required to assume full responsibility for services provided by the contract.

REQUEST FOR PROPOSALS
"HHS- 2017 –24 – 5777 - DIAL-A-RIDE -- ELDERLY TRANSPORTATION SERVICES"
SCOPE OF SERVICES

II. GENERAL INFORMATION (CON'T)

Purpose

The purpose of this Request for Proposals (RFP) is to establish a professional services contract with a transportation vendor for related services at a reasonable cost for the City of Hartford *Department of Health and Human Services*. The City of Hartford Department of Health and Human Services anticipates awarding the most qualified bidder with an annual 'on call' professional services agreement with an annual renewal option for an additional three (3) years. HHS is seeking a respondent that will provide a consistent and cohesive provider for the City of Hartford's *Department of Health and Human Services* in its DAR program to create adaptation of its current program.

Goals and Objectives

- ❖ In conjunction with the City, use a wide variety of other general strategies such as:
 - Work with other Municipal DAR operators in the region to leverage buying power for capital acquisitions.
 - Ensure service in Hartford County Metropolitan Area is an accessible, safe, and secure experience.
 - Leverage regional partnerships to maximize the impact of limited resources.
 - Maximize the cost-effectiveness of door-to-door DAR service in the Hartford County Metropolitan Area.

Programmatic/ Statistical/ Reporting Requirements:

- ❖ The required reporting elements are listed below:
 - Accurate demographic data of participants served;
 - Program monthly financial reports.
 - Participant in quarterly program improvement meetings

Full reporting requirements will be included in the contractual award.

As part of this agreement The City of Hartford Department of Health and Human Services agrees to work in collaboration with the Provider in order to establish and maintain good quality cost effective services.

Responsibilities may be changed or added during the Implementation of this program based upon the mutual agreement of the parties.

ABSTRACT RESPONSE

As the incumbent, DATTCO, Inc. is experienced in and familiar with all aspects of the Dial-A-Ride (DAR) services references in this RFP. DATTCO proposes to supply transportation services to the City of Hartford through the Department of Health and Human Services (HHS) for its door to door DAR transportation service. This service is available to residents 60 years of age or older that apply and are qualified for the service by HHS. We understand that these services in many instances are essential to the clients of the Dial-A-Ride program to get to medical appointments, senior centers / nutrition sites and grocery stores. Our managers and staff frequently are present in the community and visit and speak with clients and staff of the nutrition / senior centers and elderly housing facilities. This practice has and will continue to give us feedback that assists us in providing the highest levels of communication to ensure that the service being performed meets or exceeds expectations of both the clients and HHS. Our contract management team continuously and proactively works with the City of Hartford HHS/DAR program manager to identify needs and implement service changes with a goal of providing the safest and most efficient DAR service possible.

DATTCO will provide a designated Contract Manager to oversee operation of the Dial-A-Ride service and act as the primary liaison between the City of Hartford and DATTCO. This individual will be available to the City of Hartford and HHS as necessary to ensure transportation operations meet or exceed expectations at all times.

In addition to the Contract Manager:

- DATTCO, Inc. will provide a central reservations / call center staffed with bilingual reservationists between the hours of 8:00 a.m. to 5:00 p.m., Monday – Friday. The representatives schedule trips, enter data and manage the day-to-day cancellations and client management.
- DATTCO, Inc. will provide a dedicated dispatcher on duty Monday through Friday between the hours of 5:00 a.m. and 8:00 p.m. and Saturday and Sunday between the hours of 6:00 a.m. and 5:00 p.m. The dispatcher manages the vehicles and driver team.
- DATTCO, Inc. will provide a central operations center staffed 24 hours a day, 7 days a week with an experienced dispatcher to respond to any after hour's questions or emergency response needs of the City of Hartford.
- DATTCO, Inc. will provide TRAPEZE NOVUS scheduling, routing and reporting software. We chose this vendor and version in 2009 and currently use it to schedule, route and generate reports such as demographic data and monthly financial reports for the City of Hartford. The City of Hartford HHS contract administrators will continue to have remote access to this software to view at their discretion.
- DATTCO, Inc. will provide up to seven (7) with one onsite spare 2011 to 2013 model year paratransit style buses. Each bus will be equipped with a lift or ADA approved ramp and minimum of 2 wheelchair positions, seatbelts in each seat, Drive Cam™ event recorders, Zonar GPS software and front and rear climate control.
- DATTCO, Inc. will provide and maintain a dedicated Hartford based phone number for a Dial-A-Ride member to call for reservation and customer service.

- DATTCO, Inc. will comply with all data collection and reporting requirements of this RFP. We currently and will continue to supply reports and data through a variety of resources including Trapeze Novus schedule software, CBS Coach Manager dispatching software, PTS payroll software, Taske phone and communication software, as well as Word and Excel documents. DATTCO currently provides the City of Hartford remote access to Trapeze Novus software and authority to produce and review reports and data records.
- DATTCO, Inc. will supply charter and other transportation services as requested by the City of Hartford for non-Dial-A-Ride services in sedans, 8, 12, 24, 34 and 46 passenger shuttle buses, and 57 and 81 passenger motorcoaches. Pricing available upon request.
- DATTCO, Inc. does not intend to subcontract any part of these Dial-A-Ride services.
- DATTCO, Inc. provides a state of the art EPA approved fueling island with 2 fueling pumps at its 2895 Main St., Hartford, CT facility. We purchase gasoline and low sulfur diesel. During winter months we purchase a winter blend diesel which reduces gelling of the fuel.
- DATTCO, Inc. employs a staff that cleans and fuels our buses each night. In addition to fueling and cleaning the interior and exterior of the bus, our cleaning crew technicians perform a safety and vehicle condition inspection. If defects or safety issues are found, the bus is removed from service and the bus is brought to our certified mechanic technicians for repair.
- DATTCO, Inc. will comply with the Living Wage ordinance.

The RFP has requested that the cost of all fuel be included in the hourly service rate. DATTCO will comply with this request and fuel is represented in the service rate we offer herein.

In response to the RFP request for samples of similar work, DATTCO has been the provider of these services for the past 6 1/2 years serving the City of Hartford and its Dial-A-Ride clients. DATTCO has more than 28 years of experience providing Dial-A-Ride and ADA paratransit transportation services in Connecticut. DATTCO fully understands this project, the needs of the clients and the service area best. Our vision for the future is to assist the City with continued expansion of ridership while continuing to provide safe and efficient transportation services.

DATTCO, Inc. is the current provider of the service and proposes no interruption of service as a result of transition or implementation. If selected, we will convene a meeting with the City of Hartford to review operations, transition needs (if any) and all outstanding items.

EXHIBIT B – Compensation



LUKE A. BRONIN
Mayor

CITY OF HARTFORD

DEPARTMENT OF HEALTH AND HUMAN SERVICES
131 Coventry Street
Hartford, Connecticut 06112
VOX: (860) 757-4700
FAX: (860) 722-6851



DR. GARY RHULE
Director

Estimated Project Budget CITY OF HARTFORD DIAL-A-RIDE ELDERLY TRANSPORTATION SERVICES

Expense Categories for Period	Period Covered: 7/1/2017 to 6/30/2018
Approximately 810 Hours per month of Transportation @ \$ 72.85 Per Hour.* <u>Included in Hourly Rate</u> 1) Acquisition of Vehicles 2) Vehicle Non-Preventive Maintenance 3) Communication, Software/Hardware Maintenance 4) Staffing 5) Insurance 6) Indirect Cost Allocation 7) Automated Vehicle Locator (AVL) / Global Positioning System (GPS) Operating Costs 8) Fuel and Fuel Surcharge Incidental Fuel Surcharge Pricing as a component of expenses based upon a base fuel cost of \$4.00 (Diesel) per gallon* (US) as published by the United States Department of Energy each Monday for the New England Region. For each twenty-five cents (\$.25) per gallon increase in this cost, the Hourly Rate will be increased by one percent (1 %) 9) Living Wage Adjustment – In the event that the City's Living Wage increases by more than two percent (2%) during the term of this Agreement,* the pricing included herein will be increase by amount equal to fifty percent (50%) of the percentage increase in living wage in excess of three percent (3%).	\$ 705,991.00
Total	\$ 705,991.00

*Currently DATTCO, Inc. provides 845 hours of service per month. With a lower budget and lower hourly rate, DATTCO can now provide an average of 810 hours of service per month. Without the Living Wage the price would be approximately \$68.45 per hour.


EXHIBIT C – Insurance

IN WITNESS THEREOF, the CITY OF HARTFORD and the PROVIDER have executed this Contract as of this 24 day of September, 2017.

PROVIDER
DATTCO, Inc.

By: 
Donald A. DeVivo
its President

CITY OF HARTFORD

By: 
Luke A. Bronin
its Mayor

APPROVALS:

As to Form and Legality:

By:  9/29/17
Howard G. Rifkin
Its Corporation Counsel Date

EXHIBIT B

BUDGET

EXHIBIT B

	expected 2019
Drivers salaries	\$ 225,300.00
Part-time drivers	
Coordinator	\$ 15,000.00
Supervisor/clerk	\$ 50,000.00
10% or director's salaries	\$ 23,500.00
Fringe Benefits	\$ 72,275.00
SS/ Medicare	
Cell phones	\$ 5,000.00
Gas/diesel	\$ 50,000.00
Van/car insurance	\$ 16,500.00
Salaries of maintenance workers	\$ 191,225.00
Maintenance and repairs	
Tires/tubes	
Lubricants	
In-kind/volunteer service	
Purchased transportation	\$ 50,000.00
Materials and Supplies	\$ 1,200.00
Donations	
*Other	\$ 30,000.00
*Other	
*Other	
Total	\$ 730,000.00

FB= health insurance, sick, vacation days

Materials and supplies= copy machine

paper, paper clips, pencils, pens,

use of computer for program .

*Please provide detail for "other"

EXHIBIT C
CERTIFICATE OF INSURANCE

CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY)

2/01/2018

THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AFFIRMATIVELY OR NEGATIVELY AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW. THIS CERTIFICATE OF INSURANCE DOES NOT CONSTITUTE A CONTRACT BETWEEN THE ISSUING INSURER(S), AUTHORIZED REPRESENTATIVE OR PRODUCER, AND THE CERTIFICATE HOLDER.

IMPORTANT: If the certificate holder is an ADDITIONAL INSURED, the policy(ies) must have ADDITIONAL INSURED provisions or be endorsed. If SUBROGATION IS WAIVED, subject to the terms and conditions of the policy, certain policies may require an endorsement. A statement on this certificate does not confer any rights to the certificate holder in lieu of such endorsement(s).

PRODUCER People's United Ins. Agency CT One Financial Plaza 755 Main Street Hartford, CT 06103		CONTACT NAME: Diane R. Donofrio PHONE (A/C, No, Ext): 860 524-7640 E-MAIL ADDRESS: Diane.donofrio@peoples.com FAX (A/C, No): 844-648-7611	
		INSURER(S) AFFORDING COVERAGE	
		INSURER A : Pennsylvania Manufacturers Assoc Ins Co	
		INSURER B : Pennsylvania Manufacturers Indemnity	
		INSURER C :	
		INSURER D :	
		INSURER E :	
		INSURER F :	

COVERAGES	CERTIFICATE NUMBER:	REVISION NUMBER:
THIS IS TO CERTIFY THAT THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED. NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, EXCLUSIONS AND CONDITIONS OF SUCH POLICIES. LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS.		

INSR LTR	TYPE OF INSURANCE	ADDL INSR	SUBR WVD	POLICY NUMBER	POLICY EFF (MM/DD/YYYY)	POLICY EXP (MM/DD/YYYY)	LIMITS
	COMMERCIAL GENERAL LIABILITY <input type="checkbox"/> CLAIMS-MADE <input type="checkbox"/> OCCUR GEN'L AGGREGATE LIMIT APPLIES PER: <input type="checkbox"/> POLICY <input type="checkbox"/> PROJECT <input type="checkbox"/> LOC OTHER:						EACH OCCURRENCE \$ DAMAGE TO RENTED PREMISES (Ea occurrence) \$ MED EXP (Any one person) \$ PERSONAL & ADV INJURY \$ GENERAL AGGREGATE \$ PRODUCTS - COMP/OP AGG \$ \$
	AUTOMOBILE LIABILITY <input type="checkbox"/> ANY AUTO OWNED AUTOS ONLY <input type="checkbox"/> HIRED AUTOS ONLY <input type="checkbox"/> SCHEDULED AUTOS NON-OWNED AUTOS ONLY						COMBINED SINGLE LIMIT (Ea accident) \$ BODILY INJURY (Per person) \$ BODILY INJURY (Per accident) \$ PROPERTY DAMAGE (Per accident) \$ \$
	UMBRELLA LIAB <input type="checkbox"/> OCCUR EXCESS LIAB <input type="checkbox"/> CLAIMS-MADE DED <input type="checkbox"/> RETENTION \$						EACH OCCURRENCE \$ AGGREGATE \$ \$
B	WORKERS COMPENSATION AND EMPLOYERS' LIABILITY ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? <input type="checkbox"/> Y <input checked="" type="checkbox"/> N (Mandatory in NH) If yes, describe under DESCRIPTION OF OPERATIONS below			2018750481051A	02/01/2018	02/01/2019	PER STATUTE <input checked="" type="checkbox"/> OTH-ER <input type="checkbox"/> E.L. EACH ACCIDENT \$1,000,000
A				2018750481051B (MA WC)	02/01/2018	02/01/2019	E.L. DISEASE - EA EMPLOYEE \$1,000,000 E.L. DISEASE - POLICY LIMIT \$1,000,000

DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (ACORD 101, Additional Remarks Schedule, may be attached if more space is required)

Evidence of Workers Compensation Insurance

CERTIFICATE HOLDER City of Hartford Department of Health & Human Services Administration Division Finance Unit; 131 Coventry Street Hartford, CT 0611206112-1548	CANCELLATION SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS. AUTHORIZED REPRESENTATIVE <i>Peoples United Insurance Agency</i>
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EXHIBIT D

EEO REPORT

CO= B396552
U= B396552

EQUAL EMPLOYMENT OPPORTUNITY
2017 EMPLOYER INFORMATION REPORT
SINGLE ESTABLISHMENT REPORT - TYPE 1

SECTION B - COMPANY IDENTIFICATION

1. DATTCO INC
583 SOUTH ST
NEW BRITAIN, CT 06051

2a. DATTCO INC
583 SOUTH ST
NEW BRITAIN, CT 06051
HARTFORD COUNTY
C. Y

SECTION C - TEST FOR FILING REQUIREMENT
1-Y-2-N-3-N DUNS NO.:018727560 EIN :060813381

SECTION D - EMPLOYMENT DATA

SECTION E - ESTABLISHMENT INFORMATION
NAICS: 485410 School and Employee Bus
Transportation

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO										OVERALL TOTALS		
			***** MALE *****					***** FEMALE *****							
	MALE	FEMALE	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN		AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES
EXECUTIVE/SR OFFICIALS & MGRS	0	0	8	0	0	0	0	0	1	0	0	0	0	0	9
FIRST/MID OFFICIALS & MGRS	5	3	44	5	0	0	0	0	34	4	0	0	0	0	95
PROFESSIONALS	1	0	8	3	0	0	0	0	7	1	0	0	0	0	20
TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES WORKERS	0	1	15	1	0	0	0	0	8	2	0	0	1	0	28
ADMINISTRATIVE SUPPORT	1	6	18	2	0	0	0	0	32	5	0	0	0	1	65
CRAFT WORKERS	33	0	89	17	0	1	0	0	1	0	0	0	0	0	142
OPERATIVES	145	245	376	251	1	11	2	2	430	143	0	6	2	1	1615
LABORERS & HELPERS	4	0	20	5	0	0	0	0	0	0	0	0	0	0	29
SERVICE WORKERS	13	25	22	13	0	0	1	1	40	13	0	0	0	1	129
TOTAL	202	280	600	297	1	12	3	4	553	168	0	6	3	3	2132
PREVIOUS REPORT TOTAL	186	246	622	287	0	11	3	1	488	184	0	4	2	1	2035

SECTION F - REMARKS
This is the payroll period which was paid on Oct 27 2017. We took over 2 new contracts

DATES OF PAYROLL PERIOD: 10/16/2017 THRU 10/22/2017
SECTION G - CERTIFICATION

CERTIFYING OFFICIAL: MARY BERGER
EEO-1 REPORT CONTACT PERSON: MARY BERGER
EMAIL: MARY.BERGER@DATTCO.COM

TITLE: HUMAN RESOURCES MANAGER
TITLE: HUMAN RESOURCES MANAGER
TELEPHONE NO: 8602294879

CERTIFIED DATE(TIME): 01/24/2018 03:46 PM

Court of Common Council

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CITY OF HARTFORD
550 MAIN STREET
HARTFORD, CONNECTICUT 06103



Glendowlyn L. H. Thames, Council President
James Sánchez, Majority Leader
John Q. Gale, Assistant Majority Leader
Wildaliz Bermúdez, Minority Leader

Thomas J. Clarke II, Councilman
Larry Deutsch, Councilman
Claudine Fox, Councilwoman
Maly D. Rosado, Councilwoman
rJo Winch, Councilwoman

John V. Bazzano, Town and City Clerk

September 12, 2018

This is to certify that at a meeting of the Court of Common Council, September 10, 2018, the following RESOLUTION was passed.

WHEREAS, The North Central Area Agency on Aging (NCAAA) has advised the City of Hartford through its Department of Health & Human Services of the availability of \$130,190 in grant funding under Title III of the Older Americans Act to support services for the elderly for the period October 1, 2018 through September 30, 2019; and

WHEREAS, The City proposes to utilize Title III funds as follows: \$50,000 for Home Help, \$20,190 for the Keep on Living wellness program, and \$60,000 for Dial-A-Ride Intertown Grocery Shuttle; and

WHEREAS, The use of these funds supports the City's overall commitment to assist its senior residents in remaining independent in their own homes and community for as long as possible; and

WHEREAS, The acceptance of these program funds requires a 100% non-Federal cash match which will be provided in-kind through a portion of salaries and fringe benefits of program staff, the cost of program supplies, and contract costs, all of which are contained in the Department of Health and Human Services FY2019 General Fund Budget; now, therefore, be it

RESOLVED, That the Hartford Court of Common Council hereby authorizes the Mayor to apply for and accept \$130,190 in grants from the NCAAA for the funding period October 1, 2018 through September 30, 2019 to be used for the Home Help, Keep on Living, and Intertown Grocery Shuttle programs administered by the City of Hartford Department of Health and Human Services; and be it further

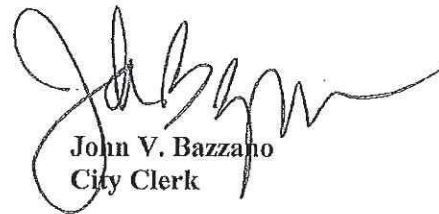
RESOLVED, That the Mayor is authorized to accept such further sums as may be additionally awarded by the grantor under the same program, for the same authorized contract period, and for the same purposes; and be it further

RESOLVED, That the Mayor is authorized to execute any and all manner of other documents and to take such other actions as he and the Corporation Counsel may deem appropriate and in the best interests of the City in order to receive, contract and expend the above referenced grant funds; and be it further

RESOLVED, That no person or entity shall be entitled to rely on, or otherwise claim any benefit by reason of this resolution should the Mayor fail to execute the aforementioned agreement or other documents, or to take any of the aforesaid actions; and be it further

RESOLVED, That all approvals and authorizations provided hereby are contingent upon, and only shall be effective on and by means of, the parties executing such documents, and taking such actions, all of which shall be, in form and substance, acceptable to the Mayor and the Corporation Counsel.

Attest:



John V. Bazzano
City Clerk

Court of Common Council

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CITY OF HARTFORD
550 MAIN STREET
HARTFORD, CONNECTICUT 06103



Glendowlyn L. H. Thames, Council President
James Sánchez, Majority Leader
John Q. Gale, Assistant Majority Leader
Wildaliz Bermúdez, Minority Leader

Thomas J. Clarke II, Councilman
Larry Deutsch, Councilman
Claudine Fox, Councilwoman
Maly D. Rosado, Councilwoman
RJo Winch, Councilwoman

John V. Bazzano, Town and City Clerk

December 11, 2018

This is to certify that at a meeting of the Court of Common Council, December 10, 2018, the following RESOLUTION was passed.

WHEREAS, The Greater Hartford Transit District (GHTD) receives funding from the Connecticut Department of Transportation to be used to provide mass transit operating assistance for the benefit of seniors and persons of all ages with disabilities; and

WHEREAS, The City of Hartford provides transportation services to the seniors and disabled residents through the Dial-A-Ride Program operated under a contract with DATTCO Inc.; and

WHEREAS, GHTD will provide financial assistance in the amount of \$134,741.00 to the City of Hartford through an Operating Assistance Grant for the period July 1, 2018 through June 30, 2019; and

WHEREAS, The Project Operating Expenses for the Dial-A-Ride Program for the Department of Health & Human Services includes an allocation of \$793,407.00 which is more than sufficient to meet the 50% match required by the GHTD grant; now therefore be it

RESOLVED, That the Court of Common Council hereby authorizes the City to accept the Operating Assistance Grant in the amount of \$134,741.00 from the Greater Hartford Transit District for operation of the City's Dial-A-Ride program for the grant term period July 1, 2018 through June 30, 2019; and be it further

RESOLVED, That the Mayor is authorized to accept such further sums as may be additionally awarded by the grantor under the same program, for the same authorized contract period, and for the same purposes; and be it further

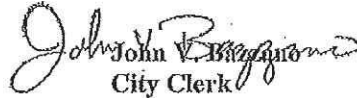
RESOLVED, That the Mayor is authorized to execute any and all manner of other documents and to take such other actions as he and the Corporation Counsel may deem appropriate and in the best interests of the City in order to receive, contract and expend the above referenced grant funds; and be it further

RESOLVED, That the Mayor is authorized to accept such further sums as may be additionally awarded by the grantor under the same program, for the same authorized contract period, and for the same purposes; and be it further

RESOLVED, That no person or entity shall be entitled to rely on, or otherwise claim any benefit by reason of this resolution should the Mayor fail to execute the aforementioned agreement or other documents, or to take any of the aforesaid actions; and be it further

RESOLVED, That all approvals and authorizations provided hereby are contingent upon, and only shall be effective on and by means of, the parties executing such documents and taking such actions, all of which shall be, in form and substance, acceptable to the Mayor and the Corporation Counsel.

Attest:


John V. Braggione
City Clerk

MLA - Summary of Savings

General Topic	Change	Fiscal Impact			
		FY17-18	FY18-19	FY19-20	FY20-21
Wages	Wages Assumption (all Funds) ¹	0%	0%	2%	2%
	Wages \$ (<i>Net GWI of 2%</i> vs Wage Reserve of 1.5%) (Compounded)	\$ -	\$ -	\$ (4,751)	\$ (9,502)
	Step Yearly Increment Changes (\$)			\$ (23,755)	\$ (47,510)
Healthcare	HDHP / HSA Plan Design Change effective 7/1/19 (FY2020) ²	\$ -	\$ -	\$ 23,400	\$ 23,400
Health Premium Cost Share	Currently 19% of PPO				
	<i>Change to 20% HDHP in FY2020; 20% of HDHP in FY2021</i>	\$ -	\$ -	\$ (10,000)	\$ (10,000)
Pension ³	Currently Contribution 5%/8%				
	<i>Increased Contribution eff FY19, FY20, FY21 FY2019- 8%/11% (last four months assumed) FY2020- 9%/12% FY2021- 10%/13%</i>	\$ -	\$ 11,415	\$ 39,709	\$ 45,818
Total Ongoing Savings:		\$ -	\$ 11,415	\$ 24,603	\$ 2,206
Sick Leave ⁴	Current: No maximum <i>New: Maximum of 80 days</i>	\$ -	\$ -	\$ -	\$ -
Vacation Leave ⁵	Current: Unit 1 week unit / Extension time vac used in 6 months <i>New: Unit no less than 4 hours/ Extension time vac used by Dec. 31 of calendar year</i>	\$ -	\$ -	\$ -	\$ -
Total Savings (includes one-time and non-recurring)		\$ -	\$ 11,415	\$ 24,603	\$ 2,206

Notes:

- 1) All Funds defined as a combination of General Fund & various other Funds
- 2) The cost impact compounds year over year due to compounded wage increases, currently projected at 1.5% per year
- 3) The current pension contribution is 5% for the social security portion of earnings and 8% for excess of social security earnings (5/8%).
The contribution will change to 8/11% when the agreement is finalized in FY2019 and will change to 9/12% in FY2020 and 10/13% in FY2021.
- 4) Sick Leave: Current employees with more than 80 days may keep a greater balance, but may not accrue additional leave until below the 80 day maximum.
No savings for changes to Sick Leave in the near future, as there is no one close to retirement age. Projected savings of \$60,130 over the next 30 years.
- 5) Changes to Vacation Leave result in no savings
- 6) *Positive numbers favorable /(negative) numbers unfavorable to the City*

Municipal Lawyers' Association Comparability								
	Hartford	New Britain	Bridgeport	Stamford	Meriden	New Haven	Norwalk	Waterbury
		Local 818, Council 4 of The American Federation of State, County and Municipal Employees, AFL-CIO	Bridgeport City Attorney's Union, Local 1303-272, Council #4, AFSCME, AFL-CIO	Stamford Assistant Corporation Counsels Union, Local 1303-191 of Connecticut Council #4, AFSCME, AFL-CIO <i>(Includes all attorneys in Office of Corp Cnsl, excluding attorneys who are supervisors and law clerks)</i>	United Public Service Employees Union, Local 424 - Unit 48, Meriden Supervisors & Professional	New Haven Attorneys Union, Local 1303-464, Council 4, AFSCME, AFL-CIO	Attorneys NONU, not covered under CBA.	Attorney's not covered under CBA.
Union	Municipal Lawyers' Association							
Contract	July 1, 2015 - June 30, 2021			July 1, 2010 - June 30, 2014	July 1, 2015 - June 30, 2018			
Duration	<i>Pending TA Approval</i>	Jan 1, 2014 - Dec 31, 2018	Jan 1, 2014 - Dec 31, 2017	<i>Currently in Arbitration</i>	<i>Reopener for health insurance for 7/2017</i>	July 1, 2016 - June 30, 2020		
		<u>General Wage Increases:</u> Eff. 1/1/14 (0.0%) Eff. 7/1/14 (0.0%) & 1/1/15 (2.0%) Eff. 7/1/15 (1.5%) & 1/1/16 (2.0%) Eff. 7/1/16 (1.5%) & 1/1/17 (2.0%) Eff. 7/1/17 (1.5%) & 1/1/18 (2.0%) Eff. 7/1/18 (1.5%) As of July 2018: <u>Asst City Attorney:</u> \$65,509-\$84,289 <u>Assoc City Attorney:</u> \$69,426-\$114,913 <u>City Attorney:</u> \$96,173-\$123,743 <u>Asst Corp Cnsl:</u> \$107,323-\$138,091 EEs at max step also receive an add'l \$800. <u>General Wage Increases:</u> Eff. 7/1/15 (0.0%) Eff. 7/1/16 (0.0%) Eff. 7/1/17 (0.0%) Eff. 7/1/18 (0.0%) Eff. 7/1/19 (2.0%) Off 7/1/20 (2.0%) <u>Assoc Cnsl:</u> \$48,134-\$67,403 <u>Asst Corp Cnsl:</u> \$75,302-\$119,322 <u>Sr Asst Corp Cnsl:</u> \$82,820-\$125,841 (Note: All Min-Max positions) Comp time: Can accumulate up to 5 days comp time each FY.		<u>General Wage Increases:</u> Eff. 6/30/11 (2.0%) Eff. 7/1/11 (0.0%) Eff. 7/1/12 (2.0%) Eff. 7/1/13 (2.5%) <u>Asst Corp Cnsl:</u> (8 stps) \$103,914-\$140,027 <u>Asst Corp Cnsl PT:</u> 2/3 of FT Asst Corp Cnsl min salary	<u>General Wage Increases:</u> Eff. 7/1/15 (2.0%) Eff. 7/1/16 (2.15%) Eff. 7/1/17 (2.25%) <u>Dep/Assoc City Attorney:</u> (6 stps) \$95,306-\$113,464; Hired < 7/1/03, add'l step = \$117,957 <u>Assoc City Attorney II:</u> (6 stps) \$87,506-\$103,958; Hired < 7/1/03, add'l step = \$108,285 <u>Staff Attorney</u> (8 stps) \$63,752-\$95,451; Hired < 7/1/03, add'l step = \$99,238 Comp Time: Hired > 7/1/03: comp time (hr for hr) for all hrs excluding sick time > 40 hrs in 1 wk & 2 hrs comp time for each hr worked on Suns & Holidays. EE only eligible for Acting Pay if dept/div head vacates position permanently or for > 4 wks.	<u>General Wage Increases:</u> Eff. 2016-2017 (3.0%) Dep Corp Cnsl & Spec. Cnsl/ED (3.0%) Asst Corp. Cnsl Eff. 7/1/17 (2.0%) Dep Corp Cnsl & Spec. Cnsl/ED (3.0%) Asst Corp. Cnsl Eff. 7/1/18 (2.25%) Dep Corp Cnsl & Spec. Cnsl/ED (2.25%) Asst Corp. Cnsl Eff. 7/1/19 (2.0%) Dep Corp Cnsl & Spec. Cnsl/ED (3.0%) Asst Corp. Cnsl <u>Asst Corp Cnsl:</u> Eff. 17/18: \$76,975-\$94,422 Eff. 18/19: \$78,919-\$96,787 Eff. 19/20: \$80,694-\$98,889 <i>Note: Asst Corp. Cnsl salaries based on "Union's theoretical wage schedule." As a result of inequities in salaries of Asst Corp Cnsl employees, GWI's were determined as follows: actual % increase for current EEs below proposed schedule, will be slightly more than GWI; for those above proposed schedule, % increase will be slightly less than GWI. Increases applied directly to existing salaries. See Tentative Agreement attached to CBA for actual salaries.</i>	<u>General Wage Increases:</u> Eff. 7/1/17 (3.0%) Also eligible for annual bonus up to a max. of 5% of base pay. <u>Assoc Corp Cnsl:</u> \$67,987-\$91,557 <u>Asst Corp Cnsl PT:</u> 2/3 of FT Asst Corp Cnsl min salary	
Wages	Workweek: 40 hours	Workweek = 36.25 hours.	Workweek: 40 hours	Workweek: 40 hours	Workweek: 40 hours	Workweek: 35 hours	Workweek: Not provided	
		> 6 mths & < 1 YOS: 5 vac days 1 YOS & < 2 YOS: 10 vac days 2 YOS & < 5 YOS: 11 vac days 5 YOS & < 10 YOS: 17 vac days 10 YOS: 18 vac days 11 YOS: 19 vac days 12 YOS & < 15 YOS: 20 vac days 15 YOS & < 18 YOS: 22 vac days 18 YOS: 23 vac days 19 YOS: 24 vac days 20 YOS: 25 vac days EE's can also purchase up to 1 wk of add'l vac. No vac accrual, but HR Dir/Mayor can grant carryover up to 20 days - must be used within 6 mths of EE's anniv. date or forfeited.	< 1 YOS: 1 vac day/mth; max 2 wks/yr 1 YOS & <= 4 YOS: 3 wks vac/yr 5 YOS: 4+ wks vac/yr 10+ YOS: 5 wks vac/yr All EEs must take >= 1 wk actual vac/yr. • EEs w/1 wk - no carryover or vac payout • EEs w/3 wks - optional 1 wk carryover & 1 wk vac payout • EEs w/4+ wks - optional 1 wk carryover & 2 add'l wks vac payout	< 20 YOS: 5 vac days per 3 mths of service to max of 20 vac days/yr. 20+ YOS: 1 add'l vac day per YOS to a max of 25 vac days/yr. In extraordinary circumstances, w/approval of Corp Cnsl EE may carryover 30 days (6 wks) to next FY.	6+ MTHS & < 1 YOS: 1 wk vac/yr 1 YOS: 2 wks vac/yr Hired > = 7/1/13 or (< 7/1/13 & 5 YOS): 3 wks vac/yr 10 YOS: 4 wks vac/yr Max vac carryover= 2x allotment up to 8 wks vac @ Retirement: Payout at 1.5x allotment. Hired > 7/1/09, max vac carryover of 20 days & max payout of 10 days. @ Death w/min. 1 YOS: 100% payout	< 20 YOS: 20 vac days/yr >= 20 YOS: 25 vac days/yr Max carryover = 40 vac days @ Retirement or Separation in "good standing," 100% up to max of 40 days.		
Vacation Leave	@ Death or Separation w/2 wks notice = 100% payout	100% payout at separation if in GS	Vac payouts @ end of vac year in which option selected.					

Municipal Lawyers' Association Comparability

	Hartford	New Britain	Bridgeport	Stamford	Meriden	New Haven	Norwalk	Waterbury
Sick Leave Accrual	15 days/yr (1.25 sick days/mth). Upon approval of TA, max ASL = 80 days. Members with > 80 days as of the approval of TA, keep current balance but cannot accrue add'l leave until/unless balance goes below 80 days and thereafter, may not accumulate > 80 day max.	Hired < 7/1/98: 15 days/yr (1.25 sick days/mth). Max ASL = no limit. Hired > 7/1/98: 12 days/yr (1 sick day/mth). Max ASL = no limit.	10 sick days/yr. Max ASL = no limit.	15 sick days/yr (1.25/mth). Max ASL = 150 days. Hired > 7/1/06, earn 15 sick days/yr, 3 of which go to sick leave bank, until EE has contributed 30 days to the bank.	15 sick days/yr (1.25/mth). Max ASL: <ul style="list-style-type: none">▪ Hired into BU < 7/1/09: 120 days; thereafter unused ASL is paid out each FY to max of 15 days.▪ Hired into BU >= 7/1/09: 90 days; thereafter unused ASL is paid out each FY @ 50% to max of 7.5 days.	15 sick days/yr (1.25 sick days/mth) Max ASL = 150 sick days.		
Sick Leave Payout	@ Retirement: 50% payout of ASL @ Death: 100% payout of ASL	@ Retirement or Death: <ul style="list-style-type: none">▪ Hired < 7/1/98: Max of 80 days paid as follows:<ul style="list-style-type: none">20% payout first 75 days of ASL;35% payout next 175 days of ASL.▪ Hired > 7/1/98: No payout of unused ASL.	@ Retirement or Separation: 85% payout of ASL as of 6/30/92 to a max of 215 days; Plus 50% payout of ASL after 7/1/92 to a max of 215 days @ Death: 100% payout of ASL (see above)	@ Retirement: 50% payout of total ASL. @ Death: 100% payout of ASL (less sick bank allocation)	Hired < 7/1/09: @ Retirement: 100% payout of unused ASL to a max of 90 days if < 25 YOS or to 105 days if >= 25 YOS. Hired > 7/1/09: @ Retirement: 50% payout of unused ASL to a max of 45 days if < 25 YOS or to 60 days if >= 25 YOS. @ Death: 100% payout of ASL	No language in CBA.		
Health Insurance	Eff. 7/1/19: <ul style="list-style-type: none">▪ HDHP \$2000/\$4000; 90% after ded.▪ Out-of-Pocket Max: \$3000/\$6000▪ Employer HSA contribution: 50% (Funded 50% in July 2019; 25% in Jan 2020 & 25% in April 2020); thereafter, quarterly. <i>[Note: City will not contribute to HSA of any retiree who is eligible to purchase retiree health insurance.]</i>▪ Rx Copay: \$5/\$20/\$40; Mail order - 2x Copay;▪ Mandatory mail order for maintenance drugs. Also has full dental plan. Health Ins Waiver: \$2500	Eff. 7/1/16: HDHP/HSA \$2000/\$4000. 100% after ded. Employer HSA Contribution: Eff. 7/1/16 - 60% City Eff. 7/1/17 - 55% City Eff. 7/1/18 - 50% City (Funded 50% in July & 50% in Jan.) Option to purchase PPO Plan @ 100% of the difference. Also have Vision Care Plan & Flex Dental or Delta Dental PPO Plan.	Health benefits for EE & dependents: <ul style="list-style-type: none">▪ Per Bridgeport BOE Medical Plan.▪ Rx Family Plan - Copay \$5/\$10/\$25; thereafter, EE responsible for 20% of Rx charge to max of \$1000/year. Mandatory mail order for maintenance drugs. Also have Vision Service Plan & CIGNA dental plan. Health Ins. Waiver: \$2000 <i>Note: Appendix B (BOE Medical Plan) missing in CBA. Copy requested.</i>	Cigna OAP (EE & dependents). \$200/\$400 deduction (Ind/Family); \$20/\$150/\$75 Phy/Hosp/Urgent or 20% when copayments do not apply. Pharmacy \$10/\$15/\$25. Mail order \$20/\$30/\$50. Also have PPO Dental Plan & a Vision Plan. Health Ins Waiver: \$2000	<i>[Note: In negotiations for insurance.]</i> Optional Plans: City-paid Cigna Open Access Plus Plan: <ul style="list-style-type: none">▪ Office/Hosp/Outpatient: \$25/\$200/\$200▪ Emerg/Urgent: \$50/\$25▪ Rx. Drugs \$5/\$25/\$40 HDHP <ul style="list-style-type: none">▪ Deductible: Ind/Family \$2000/\$4000; 100% thereafter, except Rx where copays will apply (\$0/\$15/\$30) to Out-of-Pocket Max of \$4000/\$8000.▪ Employer HSA contribution: 50% (Funded 100% in July first yr; thereafter, 50% in July & 50% in Jan).	For BU members & eligible dependents, Health/Dental Plan Options: <ul style="list-style-type: none">▪ 2018 Lumenos HDHP/HSA \$2000/\$4000; 90% after ded, Out-of-Pocket max: \$6000/\$12000 Employer HSA contribution: Eff. 7/1/18, 65% Eff. 7/1/19 & thereafter, 50% (Funded 50% in July & 50% in Jan.) ▪ 2018 Century Preferred Comp Mix Plan (Comp/Mix) ▪ 2018 Blue Care POE ▪ 2018 Century Preferred PPO ▪ Full Service Dental Plan (riders A/B/C/D) ▪ Vision Care Rider		
Health Insurance Employee Contrib.	Eff. upon approval of TA: 19% PCS med & dental Eff. 7/1/19: 20% PCS med & dental	Eff. 7/1/16: 10% PCS Eff. 7/1/17: 11% PCS Eff. 7/1/18: 11.5% PCS	Eff. 7/1/09: 12% PCS Eff. 1/1/10: 15% PCS Eff. 1/1/11: 18% PCS Eff. 1/1/12: 21% PCS Eff. 1/1/13: 25% PCS Active BU members as of 4/1/10, capped at 25% & frozen @ 25% during employment & retirement. New BU members during CBA: <ul style="list-style-type: none">▪ 25% cost share;▪ 1% annual increase up to 50%;▪ Capped at 50% after 25 YOS & frozen @ 50% during retirement.	Eff.7/1/13; 15% PCS	Eff. 7/1/16: <ul style="list-style-type: none">▪ PPO: 20% PCS with wellness; 22% PCS w/o▪ HSA: 11% PCS with wellness; 13% PCS w/o	Eff. 7/1/18 - 6/30/19: HDHP/HSA: 9% Comp Mix: 19.5% Blue Care POE: 23.5% Century Preferred PPO: 24% Eff. 7/1/19 - 6/30/20: HDHP/HSA: 10% Comp Mix: 20% Blue Care POE: 24% Century Preferred PPO: 25% Dental: 15% Add'l EE contribution if not in compliance with wellness program.		

Municipal Lawyers' Association Comparability

	Hartford	New Britain	Bridgeport	Stamford	Meriden	New Haven	Norwalk	Waterbury
Retiree Health Insurance	EEs hired >= 7/1/06, no retiree health insurance.	<p>BU members as of 11/24/92:</p> <ul style="list-style-type: none">▪ May elect HMO or HDHP plan to age 65 & Medicare supplemental plan thereafter. <p>▪ Hired < 7/1/89, City pays the following premium % for retiree & spouse only (if HMO), and retiree, spouse & family (if HDHP) for first 7 yrs as follows:</p> <ul style="list-style-type: none">▪ Retirees with 25+ YOS or service connected disability retirement = 100%▪ Retirees with >= 20 YOS = 80%▪ Retirees with >= 15 YOS = 60%▪ Retirees with >= 10 YOS = 40% <p>After 7 yrs, retiree pays 100% of cost</p> <p>▪ Hired >= 7/1/89, the City pays 3% for each YOS not to exceed 100% toward the premium, provided EE has a minimum of 10 YOS.</p> <p>Hired > 11/24/92:</p> <ul style="list-style-type: none">▪ May elect to purchase retiree health insurance at 100% of cost. <i>[Note: EEs hired < 11/24/92 & later promoted into BU may retain their previous benefits to a max. of 7 yrs]</i>	<p>Retirees eligible for retiree health insurance if:</p> <ul style="list-style-type: none">▪ Completed 25 YOS regardless of age or 15 YOS & age 55 for EEs hired < 4/1/10 <u>only</u>;▪ Eligible for full pension under MERF Fund B; &▪ Accepts Medicare Part B, if eligible & pays for the premium. <p>Benefit: Medical & Rx modified to same plan/cost share as actives; At age 65, Medicare supplemental plan (equiv. benefits to BOE Medical Plan for EE & spouse)</p> <p>Hired > 12/31/14, no retiree health benefits.</p>	<p>Pre-65: P.O.S. insurance plan with hospital/medical benefits but no dental/vision - must retire with a CERF pension.</p> <p>Post-65: City provided Medicare supplemental but no dental/vision. Hired > 8/5/13, no supplemental Medicare coverage.</p> <p>Retiree pays: 50% of pre-65 or post-65 retiree health plan cost.</p> <p>Retirees at age 65 or older, receive prem. reimbursement for coverage paid for Medicare Part B.</p>	<p>No language in CBA.</p>	<p>City-paid medical insurance (as for Active EEs) for EEs who retire on/after CBA ratification & have:</p> <ul style="list-style-type: none">▪ 25 YOS or "Rule of 80"; or▪ 20 YOS & service-connected disability; or▪ 15 YOS & disability pension with total & permanent disability per S.S.▪ EEs with >= 10 YOS as of 7/1/10, City-paid medical insurance for spouse too. <p>Retirees on/after ratification of CBA pay:</p> <ul style="list-style-type: none">▪ EE >= 10 YOS as of 7/1/10, pay same % as active EEs @ time of retirement; % frozen @ retirement.▪ EEs < 10 YOS as of 7/1/10, pay same % as active EEs, as it changes through negotiations until age 65. <p>At age 65, City pays coverage for Medicare Supplemental Plan C w/unlimited drug coverage until age 70 - EE pays cost share % he/she was paying prior to turning age 65.</p> <p>Retirees w/25 YOS & not eligible for Social Security or Medicare @ age 65 can keep group health ins. until age 70 - must pay same % as Active EEs & must re-enroll w/active EEs.</p> <p><u>All</u> EEs contribute % of base pay while an active EE; pre-tax, to offset cost of post-retiree health benefits:</p> <p>@ ratification: .50% Eff. 7/1/18: .75% Eff. 7/1/19: 1.25%</p>		

Municipal Lawyers' Association Comparability

	Hartford	New Britain	Bridgeport	Stamford	Meriden	New Haven	Norwalk	Waterbury
Pension & Pension Contrib.	<p>Pre-2012 (Hired >= 7/1/06 & < 11/26/12):</p> <ul style="list-style-type: none">▪ Normal Retirement: Age 55 & 25 YOS or Age 60 & 5 YOS. Normal Retirement Allowance based on 2.0% FAP to max of 70%.▪ Early Retirement: Age 55 & 5 YOS. Early Retirement Allowance reduced by 4% for each year short of age 60. <p>Post-2012 (Hired >= 11/26/12):</p> <ul style="list-style-type: none">▪ Normal Retirement: Age 55 & 20 YOS or Age 62 & 5 YOS. Normal Retirement Allowance based on 1.75% FAP to max of 70%.▪ Early Retirement: Age 55 & 5 YOS. Early Retirement Allowance reduced by 4% for each year short of age 60. <p>EE pension contributions: Eff. pay period after approval of TA: 8%/11%</p> <p>Eff. 7/1/19: 9%/12% Eff. 7/1/20: 10%/13%</p>	<p>Pension benefits provided under Connecticut's Municipal Employees Retirement System (CMERS)</p>	<p>Pension benefits provided under Connecticut's Municipal Employees Retirement Fund B.</p>	<p>Hired < 8/5/13 & promoted from another BU & participated in CERF, continues with CERF coverage as follows:</p> <ul style="list-style-type: none">▪ 5 yr vesting;▪ Normal Retirement: Age 60 & 10+ YOS or Age 58 with 15+ YOS.▪ Early Retirement Reduction: .25 of 1% per mth for 1st 36 mths prior to normal retirement. Beyond 36 mths reduced by .55 of 1% per mth. <ul style="list-style-type: none">▪ EE pension contribution: 5%▪ Benefit based on annualized base rate as of date of retirement▪ COLA based on avg annual returns <p>Hired > 8/5/13, eligible for 457 deferred comp plan. City matches 50% of EE's contribution not to exceed 3% of EE's annual wages.</p>	<p>In accordance with City of Meriden Ordinance on pensions</p>	<p>Hired < 7/1/08 & previous member of CERF (City Employees Retirement Fund),</p> <ul style="list-style-type: none">▪ Pension continues to be provided under CERF Plan.▪ EE pension contribution: 10%. <p>Eff. date of Arb Award: Normal Retirement: (10 YOS & Age 60) or If (Age + YOS) >= 80 or If ((< 10 YOS on effective date of Arb Award + Age + YOS) is >= 85 & Age >= 62), EE eligible for the following: 2% of highest average 5 yrs of pay; Max 70% of highest average 5 yrs of pay; Min. pension annuity= \$2000/yr or 80% of annual rate of pay at time of retirement, whichever is less.</p> <p>Early Retirement: 10+ YOS or If Disability benefits terminated by reason of discovery; EE may elect early retirement on any date which is < 10 yrs prior to date he/she would first become eligible for normal retirement: Annuity reduced by 2% or by 3.5% for members with < 10 YOS upon issuance of Arb Award, for each full yr his/her early retirement date precedes the earliest eligibility date for normal retirement.</p> <p>Initially Hired >= 7/1/08,</p> <ul style="list-style-type: none">▪ Covered by Social Security; and▪ City contributes 7.5% of EE's base pay into DC Plan.		
Misc.	<p>Right to contract out BU work to private attorneys or consultants as deemed appropriate.</p> <p>Sabbatical: 5 days/FY. Unused days <u>not</u> paid out @ Separation.</p>	<p>4 personal days each July. In addition, for each 6 mths of perfect attendance, EE receives 1 add'l personal day. Must be used 1 year from date earned.</p>	<p>No contracting/subcontracting of BU work except for supplementary or emergency services when City EEs are unable to perform the work.</p> <p>3 personal days. @ end of yr, unused personal days credited to EE's sick leave.</p> <p>Reimbursement up to \$5000/yr for legal education courses pertinent to job.</p>	<p>May assign BU work to parties/attorneys outside of BU provided such assignment does not reduce size of unit.</p> <p>Hired < 7/1/08: 4 personal days/yr.</p> <p>Hired > 7/1/08: 3 personal days/yr.</p>	<p>Hired < 7/1/13, eligible for 1 add'l day of vacation leave for each 3 months of perfect attendance.</p>	<p>Corp Cnsl may assign BU work to parties/attorneys outside of BU, provided does not result in layoff or reduction in hrs of BU members.</p> <p>EE earns 3 personal days per calendar yr. Unused days forfeited at end of yr.</p> <p>If EE uses <= 6 sick days in any service year, EE receives 3 add'l personal days for use in next yr. If EE uses <= 4 sick days in any service year, EE receives 4 add'l personal days for use in next yr.</p>		

HMEA- Summary of Savings Compared to City of Hartford Recovery Plan (Authored March 8, 2018)

Summary of HMEA Active Employees - Active Employee Inquiry

2019 Active Employees					
Personnel Status	# of Employees	Total Pay Period Salary	Total Pay Annual Salary ¹	1% of Active Pay	1 Furlough Day
1_Full Time Employees - GF	147	425,227	11,055,914	110,559	42,523
3_Grant Fund FT Employees	21	58,650	1,524,909	15,249	5,865
Grand Total - All Funds	168	483,877	12,580,823	125,808	48,388
Average Salary - FT All Funds			74,886		
2_Part Time/Seasonal Employees	2	-	46,535	465.35	179
Grand Total Full Time - All Funds			12,627,358	126,274	48,567
1.5% of pay				\$ 188,712.35	

Issue #	General Topic	Change	Fiscal Impact				Issue # & Decision
			FY17-18	FY18-19	FY19-20	FY20-21	
	Wages	Wages Assumption (all Funds) Wages \$ Savings (Wage Reserve of 1.5%) (Compounded) ² Step \$ Savings ³	\$ -	\$ 377,425	\$ 566,137	\$ 754,849	Issue 4 & 5: No Step in Year 3 (FY20) and a step in Year 4 (FY21)
	Healthcare	HPHP / H SA Plan Design Change effective 1/1/19 (FY2019) ⁴	\$ -	\$ 395,500	\$ 395,500		Issue 8: Awarded to City as proposed
	Health Premium Cost Share	Currently 18% of PPO Change to 19% PPO in FY2019; 20% of HDHP in FY2020; 21% in FY2021 ⁵ Healthy Hartford Program modeled after State Plan	\$ 10,467	\$ (64,500)	\$ (39,400)		Issues 14-17: Cost Share language awarded to City as proposed
	Pension ⁶	Increased Contribution eff FY19, FY20, FY21 Pre 2003 / Post 2003 HMEA - 3% Pts over term Post 2017 HMEA - 2% pts over term Assumes 50% of FY2019	\$ 41,936	\$ 251,616	\$ 368,638		Issues 21-23: Awarded to City as proposed Issues 27-29: Awarded to City as proposed Issues 36-37: Awarded to City as proposed
	Retiree HI	Coverage changes as it changes for actives	NO IMMEDIATE SAVINGS				
		Total Savings:	\$ -	\$ 429,827	\$ 1,267,261	\$ 1,479,588	
	Sick Leave	Current Employees: Annual Accruals remain at 15 days (120 hours per year) Max Accrual Cap from 150 to 120 days (1200 hours to 960 hours) Payout w/ <10 YOS = 35% at retirement only Payout w/ >10+ YOS = 50% at retirement only New Empl: Cap at 80 days, no payout	\$ -	\$ 4,135	\$ 9,752		Issues 40,42, & 43: Awarded to City as proposed Issue 45: Awarded to City; however, doesn't take effect until FY20
	Furloughs ⁷	2 Furloughs per year	\$ -	\$ 97,134	\$ 97,134		
	Vacation Leave ⁸	Current: Cap of up to 13 weeks New: Cap of 8 weeks maximum (no change to payout at 100%) Annual Accruals from 5 to 4 weeks (200 hours to 160 hours) for employees with =>15 YOS and 4.2 to 3.8 weeks for employees with <15 YOS	\$ -	\$ -	\$ -	\$ -	Issue 39: Removed as Issue awarded to Union
		Total Savings & Cost Avoidance:	\$ -	\$ 429,827	\$ 1,368,530	\$ 1,586,474	
		FY2018 Wage Rsv avoided	\$ 188,712.00				
		Total	\$ 618,539.43				

Savings per Municipal Recovery Plan	\$ 670,441	\$ 962,362	\$ 1,256,434
Variance to Recovery Plan	\$ (51,902)	\$ 406,168	\$ 330,040

Notes:

- 1) Total Budgeted Annual Salary for all Active HMEA Employees (less Fringes)
- 2) FY 19 salary reserve included the potential impact of 1.5% GWI for both FY19 & FY20
- 3) FY21 Step Savings removed as Issue awarded to Union (81k)
- 4) No Savings in FY19 for Plan Design Change as doesn't come into effect until FY20
- 5) FY19 assumes 4 months of Cost Share savings (March through June), original projection included 6 (January through June)
- 6) FY19 assumes 4 months of Pension savings (March through June), original projection included 6 (January through June)
- 7) FY19 Furloughs Savings Removed as arbitrated award for this line-item doesn't come into effect until 7/1/2019 (FY20)
- 8) FY19-21 Vacation Leave Savings excluded as arbitrators awarded in favor of union (14k in FY20 & 34k in FY21)

Unquantifiable Savings

Issue#	Description	Notes
12	PPO Buy-Up	Cost Neutral
13	HSA Funding for Retirees	Possible savings
18	Eliminate 125% Cap	Miniscule savings, mostly removes uncertainty on City side
19	Healthy Hartford Program	No Savings
20	Retiree Health Coverage- At Age 65	Benefit is technically cost neutral