

Hartford Public Services Coalition

Mission

Identify solutions to a temporary economic crisis

Enhance the image of Public Employees

Impact upcoming elections in the City of Hartford

An amplified voice for public employees

**HARTFORD PUBLIC SERVICES COALITION
POTENTIAL SOLUTIONS**

Issue	City Guarantee/Condition(s)	Proposed Deferral or Suggestion	Comments/Savings
Tax Increase to City Residents and Small Business	No Tax Increase	Structure a three year allocation of the city's fund balance	South End Small Business Alliance position supported by Coalition
Union Wages	Step increases would continue uninterrupted, contracts would be extended. BOE Unions teachers asked for deferrals.	Percent of wages may be deferred	Data Request and Analysis needed to determine savings.
Retirement Incentive ¹	Will allow employees to bridge years of service and allow all normal pension benefits under CBA terms. Incentive includes Police Union.	City Union will allow city to defer or delay Pension Contribution under a structure MOU to pay the fund back.	Potential savings require actuarial analysis.
Health Care Benefits	City pass binding resolution forming Health Cost Containment Committee with all Union leaders and provide all actual employee cost data from all city sources and vendors and report out its recommendations. Committee will have no sunset.	Explore pooling which may reduce administrative cost without impacting employee cost shares	HCCC passed as ordinance.
Hiring Freeze	Eliminate consultants, vendors and contractors. Maintain In-house work.	City continues to strictly enforce hiring freeze.	To realize short and long term savings.
Furlough Days		Explore cost savings by deferral.	Data request to determine savings
Longevity Pay		Defer longevity payments.	Data request to determine savings
Tax Credits / fee waivers		City considers a moratorium on tax credits and fees for special events.	Data required to determine potential cost savings.

¹ An affects approximately 269 employee from various BU including Police. Excludes 102 eligible Fire personnel.