AGENDA
MEETING OF THE COURT OF COMMON COUNCIL
July 10, 2017

ACTION TAKEN

COMMUNICATIONS

1. MAYOR BRONIN, with accompanying resolution concerning authorization to accept a five-year STD/TB Grant from the Connecticut Department of Public Health.
2. MAYOR BRONIN, with accompanying resolution concerning authorizing the City to accept grant funds from the Connecticut Department of Education's Summer Food Service Program.

FOR ACTION

3. Ordinance amending Chapter 2A - Pensions, Section 2A-5, Section 2A-6, and Section 2A-25 of the Hartford Municipal Code.
4. Ordinance concerning additional appropriations in the General Fund.
5. Resolution with accompanying report calling upon the Office of the Mayor and the Park Commission to look for and find funds to renovate the it's T-Ball/Baseball field and the Samuel Arroyo Community Center.
6. Resolution requesting that the Court of Common Council meet on the regular sessions of July and August.
7. Substitute Ordinance creating a Registry of Owners of Residential Rental Property Amending Chapter 18, Section 150 of the Hartford Municipal Code.
8. Ordinance amending Chapter 2, Section 2-46 Administrative Support for Council of the Municipal Code.
9. Ordinance amending Municipal code concerning all Establishments that Sell Alcoholic Beverages.

Attest:

John V. Bazzano
City Clerk

ITEM #_____ ON AGENDA

Luke A. Bronin
Mayor

July 10, 2017

Honorable Thomas J. Clarke II, Council President, and
Members of the Court of Common Council
City of Hartford
550 Main Street
Hartford, CT 06103

RE: STD/TB Grant

Dear Council President Clarke:

Attached for your consideration is a resolution accepting a five-year STD/TB Grant of $1,302,505 from the Connecticut Department of Public Health (DPH) to continue prevention and treatment programs of Sexually Transmitted Diseases (STDs) and Tuberculosis.

Hartford has the highest rate of STDs of any urban community in Connecticut. To address this problem, the Hartford Department of Health & Human Services (H&HS) provides both STD prevention programs and screening, diagnosis, and treatment of STDs. Populations which are especially impacted by STDs are African Americans, whose rate of gonorrhea and chlamydia is two to three times higher than non-Hispanic whites, and men who have sex with men, whose rate of syphilis is ten times higher than that of heterosexuals.

There is also a high incidence of active and latent Tuberculosis (TB) in Hartford, among both foreign-born and U.S.-born individuals. H&HS implements diagnosis and treatment regimens to address the medical needs of those infected and to prevent transmission to other residents in the community.

The DPH grant funds are used to pay for the services of public health nurses, nurse practitioners, and a pulmonology specialist, and medical examinations, prescription drugs, and community education and outreach. The grant is for the period from July 1, 2017 through June 30, 2022 and has no matching requirement.

Respectfully submitted,

Luke A. Bronin
Mayor

550 Main Street
Hartford, Connecticut 06103
Telephone (860) 757-9500
Facsimile (860) 722-6606

INTRODUCED BY
Luke A. Bronin, Mayor

COURT OF COMMON COUNCIL
City of Hartford, July 10, 2017

WHEREAS, The city of Hartford has high rates of Sexually Transmitted Diseases (STDs) including chlamydia, syphilis, and gonorrhea, as well as high rates of both latent and active Tuberculosis (TB), and

WHEREAS, The Connecticut Department of Public Health (DPH) has made available, to the City of Hartford, a 5-year STD/TB grant in the amount of $1,302,505 to continue to operate comprehensive prevention and treatment programs to address these health problems, now, therefore, be it

RESOLVED, That the Mayor is hereby authorized to accept the $1,302,505 DPH STD/TB Grant for the period July 1, 2017 through June 30, 2022, 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.

ITEM # 2 ON AGENDA

Luke A. Bronin
Mayor

July 10, 2017

Honorable Thomas J. Clarke II, Council President, and
Members of the Court of Common Council
City of Hartford
550 Main Street
Hartford, CT 06103

RE: Summer Food Service Grant

Dear Council President Clarke:

Attached for your consideration is a resolution authorizing the City to apply for and accept $69,360 in grant funds from the Connecticut Department of Education's Summer Food Service Program (SFSP).

The City has been providing breakfasts and lunches to Hartford children during the summer for more than twenty years. This year's program will run from June 26 through August 25, 2017 at 14 sites throughout the city. Lunches will be served at Metzner, Arroyo, and Parker Recreation Centers and the following playgrounds: Colt., Cronin, Day, Elizabeth, Forster Heights, Goodwin, Hyland, Keney, Pope North, Sigourney, and Willie Ware. Breakfasts will also be served at the three recreation centers from July 11 through August 18. In 2016, a total of 14,308 summer meals were served and a similar number is expected for 2017. Meals are provided free to youth who are 18 years or younger and who are eligible for free or reduced price meals during the school year.

The SFSP grant, which is provided to the State by the U.S. Department of Agriculture, covers the cost of meals, but is insufficient to pay for staff costs to supervise and serve meals. Those expenses, which are expected to be approximately $42,314, are included in the General Fund Budget of the Department of Families, Children, Youth & Recreation.

Respectfully submitted,

Luke A. Bronin
Mayor

550 Main Street
Hartford, Connecticut 06103
Telephone (860) 757-9500
Facsimile (860) 722-6606

INTRODUCED BY:
Luke A. Bronin, Mayor

COURT OF COMMON COUNCIL
City of Hartford, July 10, 2017

Whereas, The Summer Food Service Program, operated by the Connecticut Department of Education with funds provided by the United States Department of Agriculture, provides meals for children and youth during the summer months when school breakfast and lunch programs are unavailable, and

Whereas, The Department of Education has invited the City of Hartford to apply for a grant of approximately $69,360 for Hartford's 2017 summer food program, and

Whereas, The City has operated a summer meals program for more than 20 years and Hartford youth remain in need of this supplemental nutrition program, now, therefore, be it

Resolved, That the Court of Common Council hereby authorizes the Mayor to accept a Summer Food Service Program grant from the Connecticut Department of Education in the amount of $69,360, 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.

ITEM 3 ON AGENDA

Luke A. Bronin
Mayor

June 12, 2017

Honorable Thomas J. Clarke II, Council President, and
Members of the Court of Common Council
City of Hartford
550 Main Street
Hartford, CT 06103

RE: Defined Contribution Plan

Dear Council President Clarke:

Attached, for your consideration, please find an ordinance establishing the defined contribution pension plan design and other requirements for all non-union employees hired on or after July 1, 2017. The Court of Common Council authorized the development of this plan by ordinance dated January 23, 2017.

The attached ordinance includes the following design elements:

Employee contribution:	Not less than 3.0%	
Employer contribution:	Not less than 3.0% with matching of employee contribution not-to-exceed 7.0%	
Employee vesting:	Year one:	0%
	Year two:	20%
	Year three:	50%
	Year four:	80%
	Year five:	100%

Non-union employees hired on or after July 1, 2017 will have the option to participate in this defined contribution plan, as they do with the current defined benefit plan. Employees who choose to participate will be required to contribute a minimum of 3% of their salary to the plan with the ability to increase their contribution to the maximum amount allowed by the Internal Revenue Service. The City will match the employee's contribution up to a maximum of 7%. The defined contribution plan participants will gain a vested interest in the contributions of both the employee and the City in accordance with the schedule shown above.

As you are aware, the Pension Commission is required to administer all of the City's retirement plans and, in accordance with this requirement, will administer this defined contribution plan. The City Treasurer and members of my Administration are available to assist you in reviewing this ordinance.

Respectfully submitted,

Luke A. Bronin
Mayor

550 Main Street
Hartford, Connecticut 06103
Telephone (860) 757-9500
Facsimile (860) 722-6606

Introduced by: Mayor Luke A. Bronin

HEADING AND PURPOSE

AN ORDINANCE AMENDING CHAPTER 2A - PENSIONS, SECTION 2A-5, SECTION 2A-6, AND SECTION 2A-25 OF THE HARTFORD MUNICIPAL CODE

COURT OF COMMON COUNCIL,
CITY OF HARTFORD

June 12, 2017

Be It Hereby Ordained by the Court of Common Council of the City of Hartford that Chapter 2A, Section 2A-5, Section 2A-6, and Section 2A-25 of the Municipal Code of Hartford be amended as follows:

Article I. General Provisions

Sec. 2A-5. - Definitions.

As used in this chapter, the following terms shall have the meanings ascribed thereto below, unless, and then only to the extent, a subsequent definition specifically provides for a different meaning with respect to any such term within the context of a particular section or subsection.

(1) " *Actual service* " shall consist, for purposes of establishing both vested (i.e. nonforfeitable) rights to, and eligibility to receive, any benefits provided herein which are conditioned upon the completion of such service, of the following:

a. Any period or periods during which a member provided service to the city, library or board by working a full time schedule and for which a member has contributed the requisite portions of his or her earnings to the fund;

b. Any of those periods referenced in subsections (1)b.1 through 5 below, during which a member provided service to the city, library or board by working anything less than a full time schedule, and for which a member has contributed the requisite portions of his or her earnings to the fund, including:

1. Periods of employment in a position in the unclassified service of the city for which the member has timely elected to receive credit for such service pursuant to the provisions of Ordinance Number 50-98;
2. Periods of employment with the city during which a member worked at least twenty (20) hours a week and was represented for collective bargaining purposes by the Municipal Lawyers Association;
3. Periods of employment during which a member is, or was, classified as a part time professional employee of the library;
4. Periods of employment during which a member is, or was, classified as a part

time employee of the board; and

5. Periods of employment after returning from maternity or paternity leave, so long as the member worked a full time schedule immediately prior to such leave and subsequently returned to full time employment, provided that the member was eligible for, and timely elected to receive, credit for such service pursuant to the provisions of Ordinance No. 18-03.

c. Any period or periods of qualified USERRA service as defined in section 2A-7, regardless of whether a member has purchased or otherwise elected to receive USERRA credit pursuant to section 2A-7(d); and

d. Any period or periods during which an employee received weekly payments representing income replacement under the Workers' Compensation Act.

(2) A member's " *basic weekly pay* " shall mean the gross wages that a member would be paid per week based upon the rate of pay used to calculate the lump sum amounts paid to a member on account of accrued vacation and sick time upon his or her termination of employment.

(3) A " *break-in-service* " results from any absence, without pay, which lasts more than ninety (90) consecutive days, unless:

a. The break-in-service is longer than the period of the employee's prior service, and the member applies for, and is granted, a leave of absence, by the Hartford Court of Common Council;

b. The break-in-service is equal to or less than the period of the employee's prior service, and the member applies for, and is granted, a leave of absence by the Pension Commission, provided that an employee whose request for a leave of absence has been denied by the Pension Commission shall have the right, within thirty (30) days of the denial, to apply to the Court of Common Council, which shall make a de novo determination of the employee's request for a leave of absence;

c. The absence is caused by a disability that routinely requires the regular attendance of a physician;

d. The member was receiving weekly payments representing income replacement under the Worker's Compensation Act during the period of absence; or

e. The absence resulted from the member's provision of qualified USERRA service as defined in section 2A-7(a), and, after completing that service, the member returned immediately to city, library or board employment.

(4) " *Continuous service* " shall refer to any period of actual service that is not interrupted by a break-in-service.

(5) " *Creditable accrued sick time* " shall mean that period of time commencing with the member's effective date of retirement, for which such member would continue to receive his or her basic weekly pay if such member were to receive amounts paid thereto for accrued sick time upon his or her termination of employment on a weekly basis, as opposed to in a lump sum, without regard to whether any days in such time period are or have been designated holidays for active employees.

(6) " *Creditable accrued vacation time* " shall mean that period of time between the day following a member's last day of work and the date upon which such member's last day of

work would have occurred had such member remained an active employee and received payments for his or her accrued vacation on a weekly basis, as opposed to a lump sum basis, both dates inclusive.

(7) " *Creditable accrued vacation and sick time* " shall mean the sum of a member's creditable accrued vacation time and creditable accrued sick time.

(8) " *Creditable actual service* " shall include all actual service except: (1) periods of qualified USERRA service for which the member has not purchased or received USERRA credit pursuant to section 2A-7(d); and (2) periods of absence in excess of ninety (90) days, even if such absences do not constitute a break in service for purposes of determining continuity of service, if during such absence the member was receiving neither weekly payments representing income replacement under the Workers' Compensation Act nor earnings from which employee contributions are properly deducted pursuant to the provisions of this chapter.

(9) A member's " *date of retirement* " shall be established by an application signed by both the member's appointing officer and either the mayor (or his or her designee), or the superintendent of schools (or his or her designee) for employees of the board of education. Payment of a member's retirement allowance shall be subject to the approval of the pension commission as to the member's eligibility and the amount of his or her allowance.

(10) *Employee references.* For purposes of this chapter, the following terms shall be utilized in referencing employees.

a. " *NBU-GG employees* " shall refer to those nonbargaining unit general government employees of the city who are not: (a) sworn police officers or firefighters, (b) board employees, or (c) library employees, who are members of the fund.

1. *"Pre-2011 NBU-GG employees"* shall refer to those NBU-GG employees whose initial date of hire with the City is before January 1, 2011.
2. *"Post-2011 NBU-GG employees"* shall refer to those NBU-GG employees whose initial date of hire with the City is on or after January 1, 2011.
3. *"Post-2017 NBU-GG employees"* shall refer to those NBU-GG employees whose initial date of hire with the City is on or after July 1, 2017.

b. " *CWA employees* " shall refer to those employee members of the fund who are represented for collective bargaining purposes by the Communication Workers of America.

c. " *CHPEA employees* " shall refer to those employee members of the fund who are represented for collective bargaining purposes by the City of Hartford Professional Employees' Association.

1. " *Pre-1997 CHPEA employees* " shall refer to those CHPEA employees who were hired into the CHPEA bargaining unit before October 1, 1997.
2. " *Post-1997 CHPEA employees* " shall refer to those CHPEA employees hired into the bargaining unit on or after October 1, 1997 but before June 23, 2003.
3. " *2003 CHPEA employees* " shall refer to those CHPEA employees whose initial date of employment with the city is on or after June 23, 2003.

d. *"HMEA employees"* shall refer to those employee members of the fund who are

represented for collective bargaining purposes by the Hartford Municipal Employees' Association ("HMEA").

1. *"Post-2003 HMEA employees"* shall refer to those HMEA employees whose initial date of hire with the city is on or after July 1, 2003.
2. *"Pre-2003 HMEA employees"* shall refer to those HMEA employees whose initial date of hire with the city is before July 1, 2003.
3. *"ISD HMEA employees"* shall refer to those members of the fund to whom all of the following criteria apply:
   (i) Where HMEA employees, employed in the city's former Information Services Department ("ISD"), immediately prior to their layoff or retirement from city employment;
   (ii) Whose job duties in the ISD were transferred to the city's Metro Hartford Information Services Department ("MHIS");
   (iii) Were not offered comparable employment in MHIS within twenty-four (24) months following their layoff or retirement;
   (iv) Whose last day worked with the city due to subsection (ii), above was between the dates of July 1, 2002 and May 30, 2003; and
   (v) Are currently receiving a retirement allowance from the fund as of June 9, 2008, the date on which the court of common council adopted a resolution affirming the terms of a settlement agreement between HMEA and the city.

e. " *MLA employees* " shall refer to those employee members of the fund who are represented for collective bargaining purposes by the City of Hartford Municipal Lawyers' Association.

f. " *NBU-P/F employees* " shall refer to those employee members of the fund who are sworn police officers not represented for collective bargaining purposes by the Hartford Police Union and those employee members of the fund who are firefighters who are not represented for collective bargaining purposes by Local 760, International Association of Firefighters.

1. " *Pre-1997 NBU-P/F employees* " shall refer to those NBU-P/F employees who were employed as sworn police officers or firefighters before December 31, 1996.
2. *"Post-1997 NBU-P/F employees"* shall refer to those NBU-P/F employees who were employed as sworn police officers or firefighters on or after December 31, 1996 but before January 1, 2011.
3. *"2011 NBU-P/F employees"* shall refer to those NBU-P/F employees whose initial date of hire with the City is on or after January 1, 2011.

g. " *HPU sworn officers* " shall refer to those employee members of the Fund who are sworn police officers represented for collective bargaining purposes by the Hartford Police Union.

1. " *Post-1999 HPU sworn officers* " shall refer to those HPU sworn officers hired after July 1, 1999.

2. " *Pre-1999 HPU sworn officers* " shall refer to those HPU sworn officers hired on or before July 1, 1999.

h. " *HPU non-sworn employees* " shall refer to those employee members of the Fund who are not sworn police officers but are represented for collective bargaining purposes by the Hartford Police Union.

i. " *Local 760 employees* " shall refer to those employee members of the Fund who are represented for collective bargaining purposes by Local 760, International Association of Firefighters.

1. " *Post-2003 Local 760 employees* " shall refer to those Local 760 employees hired into the bargaining unit on or after July 1, 2003.
2. " *Pre-2003 Local 760 employees* " shall refer to those Local 760 employees hired into the bargaining unit before July 1, 2003.

j. " *SCGA employees* " shall refer to those employee members of the fund who are represented for collective bargaining purposes by the School Crossing Guards' Association.

k. " *NBU-HPL employees* " shall refer to those nonbargaining unit employees of the library who are members of the fund.

l. " *Local 1716-HPL employees* " shall refer to those employees of the library who are represented for collective bargaining purposes by Local 1716 who are members of the fund.

m. " *NBU-BOE employees* " shall refer to those nonbargaining unit employees of the board who are members of the fund.

n. " *Local 78 employees* " shall refer to those employee members of the fund who are represented for collective bargaining purposes by Local 78, Hartford Schools Support Supervisors.

o. " *Local 82 employees* " shall refer to those employee members of the fund who are represented for collective bargaining purposes by Local 82, Hartford Education Support Personnel.

p. " *Local 818 employees* " shall refer to those employee members of the fund who are represented for collective bargaining purposes by Local 818, Building and Grounds Supervisors.

q. " *Local 1018A/B employees* " shall refer to those employee members of the fund who are represented for collective bargaining purposes by Local 1018A/B, Hartford Federation of School Health Professionals who are members of the fund.

r. " *Local 1018C employees* " shall refer to those employee members of the fund who are represented for collective bargaining purposes by Local 1018C, Hartford Federation of School Secretaries.

s. " *Local 1018D employees* " shall refer to those employee members of the Fund who are represented for collective bargaining purposes by Local 1018D, Hartford Federation of Corridor Supervisors.

t. " *Local 2221 employees* " shall refer to those employee members of the Fund who are represented for collective bargaining purposes by Local 2221, Hartford

Federation of Paraprofessionals.

u. *"HFCDA-BOE"* shall refer to those employee members of the fund who are represented for collective bargaining purposes by Local 1018F, AFT, AFL-CIO.

(11) A member's " *effective date of retirement* " shall be the day after the period of time following such member's last day of work which is equal to his or her creditable accrued vacation time.

(12) A member's " *final average pay* " shall be based upon his or her gross earnings only to the extent that: (1) the provisions of this chapter specifically provide for his or her final average pay to be calculated in that manner; and (2) such final average pay is calculated in accordance with subsection (14). Unless, and then only to the extent, this chapter provides that a member's final average pay is to be based upon his or her gross earnings over a stated period of time, a member's final average pay shall not include any amounts paid to such member upon or by reason of his or her termination of employment either for accrued sick time or as a severance payment.

(13) The " *final average pay period* " for each member shall mean those total number of such member's final years of service from which some subset thereof is to be used for purposes of determining such member's final average pay. Thus, for example, if a member is entitled to have his or her pension benefit calculated on the basis of his or her highest two (2) of his or her last five (5) years of gross earnings, then such member's final average pay period is such five (5) year period. Except as otherwise provided in subsection (14) below, a member's final average pay period shall end on the day prior to his or her effective date of retirement.

(14) Commencing on August 1, 1993, a member's " *gross earnings* " with respect to any year of service shall mean and include all amounts payable by the city directly to such member for services rendered by such member to the city (including, but not limited to, any and all of its agencies, commissions, boards, offices and departments) within such time period which amounts shall include, but not necessarily be limited to, such member's basic salary, payments for or in lieu of overtime, longevity pay, and retroactive pay increases, as and to the extent each is attributable to such services, but, except as provided in this subsection below, shall not include either any amounts paid for services rendered in some other time period or any payments made to a member upon and by reason of his or her termination of employment (including, but not limited to any and all severance payments and lump sum payments for accrued vacation and sick time).

Calculation of gross earnings. Commencing on August 1, 1993, any member whose final average pay is based upon his or her gross earnings over a stated period of time shall have his or her gross earnings adjusted to account for any lump sum payments made to such member for accrued vacation and sick time upon his or her termination of employment by, and only by, adjusting such member's final average pay period such that the last day of that period corresponds to what such member's last day of work would have been had such member continued to work beyond his or her actual last day of work for that period of time equal to his or her creditable accrued vacation and sick time; providing however, that nothing herein shall be construed to permit or require the adjustment of the length of time included within a member's final average pay period. Thus, expressed as a formula, and subject to the foregoing provisos, a member whose final average pay is based on gross

earnings shall have his or her final average pay period adjusted as follows:

Last day of final average pay period	=	Last day of work	+	Creditable accrued vacation and sick time

(15) Commencing on August 1, 1993, a member's " *last day of work* " prior to retirement shall be that date designated by the city as the last day on which he or she was expected to provide services to the city, which, in any case, shall not include any period of time that an employee is carried on the city's books and records as an employee to account for the lump sum payment of accrued vacation time to such member in connection with his or her termination of employment with the city. A member's bona fide absence from work on any date under and in accordance with the city's personnel rules and/or such member's collective bargaining agreement, as applicable, shall not be considered a basis for determining that such member was not expected to provide services to the city on such date.

(16) " *Member* " shall mean an individual who, by virtue of his or her employment with the city, library or board:

a. Is, or was, eligible to participate in the fund;

b. Has in fact participated in the fund by satisfying applicable employee contributions; and

c. Is either: (1) receiving an allowance provided hereunder; (2) eligible to receive an allowance provided hereunder at some future date certain; (3) continuing to provide employee contributions to the fund as provided hereunder; or (4) no longer providing employee contributions but has not withdrawn such contributions pursuant to the terms hereof.

(17) " *Qualified surviving spouse* " shall mean the surviving spouse of a member who shall have been married to the member prior to his or her retirement, which, for purposes of this definition only, shall be deemed to mean the date of termination of active employment, including any service attributable to creditable accrued vacation time.

Sec. 2A-6. - Contributions.

(a) *City contributions.* The city shall pay annually into the fund such proportion of the pay of all members employed by the city, library or board as may be determined from time to time by the pension commission on sound actuarial principles to be necessary in addition to the contributions by members to provide future pensions based on service rendered by members. The pension commission shall make a complete actuarial study of the experience of the retirement system established by this chapter at intervals of no more than five (5) years and shall thereupon readjust the contributions to be made by the city.

<u>Section 401(a) Plan City contributions. The city shall pay annually into the designated</u>

account an amount equal to the proportion of pay contributed by each participating Post-2017 NBU-GG member, provided that each participating Post-2017 NBU-GG member shall contribute a minimum of three percent (3.0%) of the salaried compensation of the participating employee, and further provided that the city contribution shall not exceed seven percent (7.0%) of the salaried compensation of the participating employee.

(b) *Employee contributions.* Employees participating in the fund shall contribute to the fund in the amounts and manner as may hereafter be required in this chapter.

(1) *Section 414(h)(2) pickup plan—The City of Hartford pickup of mandatory retirement contributions to the fund.* The city hereby establishes a 414(h)(2) pickup plan (the "plan") under section 414(h)(2) of the Internal Revenue Code (the "code") subject to and in accordance with the terms set forth in this subsection (b)(1). The purpose of the plan is to enable certain employees' mandatory contributions to the fund to be made in such a manner that the value of such contributions are neither subject to the payment of federal income taxes until such contributions are distributed to such employees, nor withholding of such taxes when such contributions are made, all as and to the extent permitted by the code. The employee contributions of those members who are expressly identified as "414(h)(2) plan participants" shall be governed by this subsection (b)(1).

a. "414(h)(2) plan participants" shall refer to: CHPEA employees; CWA employees; HMEA employees; HPU sworn officers; HPU non-sworn employees; Local 78 employees; Local 760 employees; Local 1716-HPL employees; MLA employees; NBU-BOE employees; NBU-GG employees; NBU-HPL employees; and NBU-P/F employees.

b. The city shall pick up and pay all contributions which are required to be made to the fund by section 414(h)(2) plan participants in respect of earnings earned by such employees. Nothing herein shall relieve any employee from any obligation to make any contributions to the fund, it being the intent and effect hereof instead, that the city shall simply pay each 414(h)(2) plan participant's contributions to the fund in lieu of such employee paying such contributions.

c. In consideration of the city's picking up such contributions, section 414(h)(2) plan participants shall have their earnings reduced by an amount equal to the contributions so picked up by the city. Additionally, 414(h)(2) plan participants shall not have the option of electing to receive their pension contributions directly rather than having such amounts paid by the city to the fund. Other than for federal income tax and withholding purposes, however, all employee pension contributions so picked up by the city on behalf of any employee shall be considered to be included in such employee's annual gross salary and shall for all purposes of this chapter and the fund be deemed to be included in such employee's earnings and otherwise be treated in the same manner and to the same extent as employee pension contributions made prior to January 10, 1993.

d. Notwithstanding anything set forth in section 2A-4 or any other provision of this chapter, to the contrary: (1) on or after January 10, 1993, each and every NBU-GG employee who is a member of the unclassified service also shall be a member of the fund, unless (i) he or she has elected not to be a member of such fund prior

to said date, or (ii) if he or she becomes a member of the unclassified service after January 10, 1993, he or she elects not to be a member of such fund within thirty (30) days of becoming a member of such service; and (2) any election not to be a member of the fund which is made by, or is effective with respect to, any nonbargaining unit employee who is a member of the unclassified service on or after January 10, 1993 shall be irrevocable, unless (and then, only to the extent) he or she becomes a classified employee, in which case, he or she shall thereby become a member of such fund.

e. Notwithstanding anything set forth in section 2A-4 or any other provision of this chapter, to the contrary, all members of any collective bargaining unit (whether classified or unclassified) whose collective bargaining agreement provides for the implementation of a 414(h)(2) plan, and who otherwise are eligible to participate in the fund, shall be members of such fund.

f. Notwithstanding anything set forth in this subsection (b)(1), or in any other provisions of this chapter to the contrary, any member of the fund who makes contributions pursuant to the provisions of section 2A-7 or section 2A-8 shall not have such amounts picked up by the city pursuant to these provisions.

(2) *Section 401(a) pickup plan—The City of Hartford pickup of mandatory retirement contributions to the plan.* The city hereby establishes a 401(a) pickup plan (the "401(a) plan") under section 401(a) of the Internal Revenue Code subject to and in accordance with the terms set forth in this subsection (b)(2). The purpose of the 401(a) plan is to enable certain employees' mandatory contributions to the plan to be made in such a manner that the value of such contributions are neither subject to the payment of federal income taxes until such contributions are distributed to such employees, nor withholding of such taxes when such contributions are made, all as and to the extent permitted by the Internal Revenue Code. The employee contributions of those members who are expressly identified as "401(a) plan participants" shall be governed by this subsection (b)(2).

a. "401(a) plan participants" shall refer to: Post-2017 NBU-GG employees.

b. The city shall pick up and pay all contributions which are required at a minimum of three percent (3.0%) of salaried compensation to be made to the plan by section 401(a) plan participants in respect of earnings earned by such employees. Nothing herein shall relieve any employee from any obligation to make any contributions to the fund, it being the intent and effect hereof instead, that the city shall simply pay each 401(a) plan participant's contributions to the fund in lieu of such employee paying such contributions.

c. In consideration of the city's picking up such contributions, section 401(a) plan participants shall have their earnings reduced by an amount equal to the contributions so picked up by the city. Additionally, 401(a) plan participants shall not have the option of electing to receive their pension contributions directly rather than having such amounts paid by the city to the fund. Other than for federal income tax and withholding purposes, however, all employee pension contributions so picked up by the city on behalf of any employee shall be

considered to be included in such employee's annual gross salary and shall for all purposes of this chapter and the plan be deemed to be included in such employee's earnings.

d. Notwithstanding anything set forth in section 2A-4 or any other provision of this chapter, to the contrary: (1) on or after July 1, 2017, each and every NBU-GG employee who is a member of the unclassified service also shall be a member of the plan, unless (i) he or she has elected not to be a member of such plan, or (ii) if he or she becomes a member of the unclassified service after July 1, 2017, he or she elects not to be a member of such fund within thirty (30) days of becoming a member of such service; and (2) any election not to be a member of the plan which is made by, or is effective with respect to, any nonbargaining unit employee who is a member of the unclassified service on or after July 1, 2017 shall be irrevocable, unless he or she becomes a classified employee, in which case, he or she shall thereby become a member of such fund.

e. Notwithstanding anything set forth in this subsection (b)(2), or in any other provisions of this chapter to the contrary, any member of the plan who makes contributions pursuant to the provisions of section 2A-8 shall not have such amounts picked up by the city pursuant to these provisions.

[(2)] (3) *Participation in section 125 plan.* Notwithstanding any other provisions of this chapter to the contrary, whenever any contributions to the fund by any member are required to be made based upon a percentage of the employee's earnings on which Social Security taxes are paid (hereinafter "Social Security wages"), or any member's pension benefits are based upon such member's Social Security wages, and in either event, such member is or was a participant in any plan offered by the city under section 125 of the Internal Revenue Code (the "code") or any like provisions of the code whereby the employee's earnings on which Social Security taxes are paid, are or were reduced by such employee's contributions under such plan (hereinafter, a "pre-tax benefit plan"), such contributions shall be made and such benefits shall be provided in the same amounts and in the same manner as if such member was not a participant in such pre-tax benefit plan; it being the intent hereof that any member's participation in a pre-tax benefit plan shall not have any effect on the timing and amounts of such member's contributions to or benefits from the fund. Without limiting the generality of the foregoing, any member who participates in a pre-tax benefit plan whose contributions to the fund are calculated based upon such member's Social Security wages shall contribute to the fund in those amounts and in that manner such that (i) such member's Social Security wages shall be deemed to include any amounts not subject to taxation by reason of such member's participation in such pre-tax benefit plan, and (ii) any increased contributions which otherwise are required to be made by such member in any given year on the balance of such member's earnings on which Social Security taxes are not paid (hereinafter, "excess wages"), shall commence only when such member has earned that amount when, but for such member's participation in a pre-tax benefit plan, such member otherwise would be required to begin making such increased

contributions, but thereafter shall be made in respect of the total of such member's Social Security wages and his or her excess wages. Additionally, if any member's pension benefits are based upon such member's final average pay and/or Social Security wages, such pay and wages shall include any amounts not subject to taxation by reason of such member's participation in a pre-tax benefit plan.

[(3)] (4) *Interest on employee contributions.* Interest on employee contributions shall be credited to members only, if at all, to the extent as may hereafter be provided in this chapter.

[(4)] (5) *Refund of employee contributions.* Section 2A-6(b)(4) employees shall have their employee contributions to the fund refunded as provided hereunder.

a. "Section 2A-6(b)(4) employees" shall mean: CWA employees; CHPEA employees; HMEA employees; HPU non-sworn employees; Local 78 employees; Local 82 employees; Local 818 employees; Local 1018A/B employees; Local 1018C employees; Local 1018D employees; Local 1716-HPL employees; Local 2221 employees; MLA employees; NBU-BOE employees; NBU-GG employees; NBU-HPL employees; those NBU-P/F employees who have elected to receive NBU-GG benefits pursuant to section 2A-30; and SCGA employees.

b. Upon separation from city service, the interest and contributions credited to a section 2A-6(b)(4) employee are payable to that employee except that no such payment will be made to an employee granted a normal, early or disability retirement allowance.

c. In case of the death of a member before his or her rights to and/or interests in any normal or early retirement allowance have vested, or in the case of the death of the member and, as applicable, his or her qualified surviving spouse, after the member's rights to and/or interests in any normal or early retirement allowance have vested but before any such allowance has been paid to the member or his or her surviving spouse, the interest and contributions credited to the subject employee are payable to the beneficiary or beneficiaries, if any, named by such member. In case of the death of a member and, as applicable, his or her qualified surviving spouse, after the member or his or her qualified surviving spouse has commenced receiving a retirement allowance provided hereunder, the contributions credited to the subject employee, less any retirement allowance paid to the member or a qualified surviving spouse, are payable to the beneficiary or beneficiaries, if any, named by such member.

If no named beneficiaries survive the member, or the qualified surviving spouse of the member and his or her spouse or domestic partner, payment shall be made to the executors or administrators of such member or his or her qualified surviving spouse, as the case may be, except that, if the amount is less than one thousand dollars ($1,000.00), the refund may be made, at the option of the pension commission, in accordance with the terms of section 45-266 of the General Statutes or any amendment thereto.

d. All payments of interest and/or contributions provided hereunder shall be made upon request to, and order of, the pension commission. If no request is made

within ten (10) years, such interest and/or contributions shall revert to the fund.

Sec. 2A-25. - NBU-GG provisions.

(a) The pension rights and benefits of NBU-GG employees enumerated in Chapter 2A, Article I shall include those rights and benefits enumerated below in this section.

(b) Definitions. As used in this section, the following terms shall have the meanings ascribed thereto below.

(1) *"Final average pay"* for all NBU-GG employees shall equal the average gross earnings for the highest five (5) of the last ten (10) years' gross earnings, unless the employee had previously elected to have his or her average pay computed on the basis of the employee's highest two (2) of the last five (5) years of his or her gross earnings as provided in this subsection (b)(1) below.

Alternate final average pay election. Commencing July 1, 1988, any NBU-GG employee may elect to have his or her final average pay equal the average gross earnings for the highest two (2) of the last five (5) years of his or her gross earnings. Any NBU-GG employee who elects to have his or her final average pay computed on the basis of the employee's highest two (2) of the last five (5) years of his or her gross earnings shall make such election by filing a notice thereof with the City treasurer on or before November 1, 1988, or within thirty (30) days of his or her commencement of employment as a NBU-GG employee, whichever is later.

(2) *Year(s) of creditable service.*

a. For purposes of calculating the amount of any retirement allowance that is based upon the provision of a specified percentage of final average pay for each year of creditable service, a Pre-2011 NBU-GG employee's year(s) of creditable service may include:

1. Creditable actual service;
2. Transferred service, to the extent the employee is otherwise entitled to have such service credited pursuant to the provisions of section 2A-8(a)(1);
3. Sick exchange credit, to the extent the employee is otherwise required to make such exchange pursuant to the provisions of section 2A-8(a)(3);
4. Prior military service, to the extent the employee is otherwise entitled to have such service credited pursuant to the provisions of section 2A-8(a)(2) and provided that the employee has submitted written notice to the pension commission of his or her election to do so by January 1, 1985, or within one (1) year of the member's employment, whichever is later; and
5. Qualified non-City service, to the extent the employee is otherwise entitled to have such service credited pursuant to the provisions of section 2A-8(a)(4) and provided that the employee has submitted written notice to the pension commission of his or her election to do so by December 31, 1999, or within one (1) year of his or her employment, whichever is later.
6. Qualified Hartford Economic Development Commission service, to the

extent the employee is otherwise entitled to have such service credited pursuant to the provisions of Section 2A-8(a)(5) and provided that the employee has submitted written notice to the Pension Commission of his or her election to do so by April 30, 2007, or within one (1) year of his employment, whichever is later.

b. For purposes of calculating the amount of any retirement allowance that is based upon the provision of a specified percentage of final average pay for each year of creditable service, a Post-2011 NBU-GG employee's and Post-2017 NBU-GG employee's year(s) of creditable service may include:

1. Creditable actual service;
2. Transferred service, to the extent the employee is otherwise entitled to have such service credited pursuant to the provisions of section 2A-8(a)(1);
3. Prior military service, to the extent the employee is otherwise entitled to have such service credited pursuant to the provisions of section 2A-8(a)(2) and provided that the employee has submitted written notice to the pension commission of his or her election to do so by January 1, 1985, or within one (1) year of the member's employment, whichever is later; and
4. Qualified non-City service, to the extent the employee is otherwise entitled to have such service credited pursuant to the provisions of section 2A-8(a)(4) and provided that the employee has submitted written notice to the pension commission of his or her election to do so by December 31, 1999, or within one (1) year of his or her employment, whichever is later.
5. Qualified Hartford Economic Development Commission service, to the extent the employee is otherwise entitled to have such service credited pursuant to the provisions of Section 2A-8(a)(5) and provided that the employee has submitted written notice to the Pension Commission of his or her election to do so by April 30, 2007, or within one (1) year of his employment, whichever is later.

(c) Employee contributions.

(1) *Final average pay based upon the highest five (5) of the last ten (10) years of service.* NBU-GG employees whose final average pay is based upon the highest five (5) of the last ten (10) years of service shall contribute to the fund a total of four percent (4%) of the employee's earnings on which Social Security taxes are paid and seven percent (7%) on the balance of the employee's earnings. Effective the pay period beginning July 5, 2009 (pay date July 24, 2009), NBU-GG employees shall contribute to the fund a total of five percent (5%) of the employee's earnings on which Social Security taxes are paid and eight percent (8%) on the balance of the employee's earnings. Effective the first pay period in January 2014, NBU-GG employees who have not exercised the Alternate Final Average Pay election shall contribute to the fund a total of six and one-half percent (6½%) of the employee's earnings on which Social Security taxes are paid and nine and one-half percent (9½%) on the balance of the employee's earnings.

(2) *Final average pay based upon the highest two (2) of the last five (5) years of service.*

NBU-GG employees whose final average pay is based upon the highest two (2) of the last five (5) years' gross earnings shall contribute to the fund five percent (5%) of the employees' earnings on which Social Security taxes are paid and eight percent (8%) on the balance of the employee's earnings. Effective the pay period beginning July 5, 2009 (pay date July 24, 2009), this classification of NBU-GG employees shall contribute to the fund a total of six percent (6%) of the employee's earnings on which Social Security taxes are paid and nine percent (9%) on the balance of the employee's earnings. Effective the first pay period in January 2014, NBU-GG employees having exercised the Alternate Final Average Pay election shall contribute to the fund a total of seven and one-half percent (7½%) of the employee's earnings on which Social Security taxes are paid and ten and one-half percent (10½%) on the balance of the employee's earnings. Post-2017 NBU-GG employees shall contribute to the 401(a) plan an amount equal to a minimum of three percent (3.0%) of the salaried compensation of the participating employee.

(1) Section 414(h)(2) plan participants. NBU-GG employee contributions to the fund are picked up by the City pursuant to section 2A-6(b)(1), and each NBU-GG employee's earnings for each pay period are reduced by an amount equal to his or her contributions so picked up by the City pursuant to that section.

(2) Section 401(a) plan participants. Post-2017 NBU-GG employee contributions to the fund are picked up by the City pursuant to section 2A-6(b)(1), and each NBU-GG employee's earnings for each pay period are reduced by an amount equal to his or her contributions so picked up by the City pursuant to that section.

[(2)] (3) Interest on contributions. Effective July 1, 1980, the City will credit to a NBU-GG employee's contributions to the fund three percent (3%) interest on such contributions in the fund on June 30, 1979. Commencing July 1, 1981, and each July 1st thereafter, pension contributions and any interest credited as of the previous year's June 30th will be credited with three percent (3%) interest.

[(3)] (4) Refund of contributions. NBU-GG employees may have their contributions refunded in accordance with subsection 2A-6(b)(4).

(d) Vesting. [A] All Pre-2011 NBU-GG employee's rights to and/or interests in any normal or early retirement allowance shall vest upon completion of five (5) years' continuous service, regardless of age. The survivor benefits herein provided with respect to any normal or early retirement shall attach to the vesting privilege, but shall be payable only at such time as the member becomes eligible, or, in the case of a deceased member, would have become eligible, for an allowance under the member's normal or early retirement provisions.

All Post-2017 NBU-GG employee's rights to and/or interests in any normal or early retirement allowance shall vest upon completion of the following schedule of continuous years of service, regardless of age:

Year one (1):	zero percent (0.0%)
Year two (2):	twenty percent (20.0%)

Year three (3):	fifty percent (50.0%)
Year four (4):	eighty percent (80.0%)
Year five (5):	one hundred percent (100.0%)

The survivor benefits herein provided with respect to any normal or early retirement shall attach to the vesting privilege, but shall be payable only at such time as the member becomes eligible, or, in the case of a deceased member, would have become eligible, for an allowance under the member's normal or early retirement provisions.

Any NBU-GG employee's rights to and/or interests in receiving any normal or early retirement allowance, and any surviving spouse's rights to and/or interests in receiving a survivor's allowance, from the fund shall be subject to and remain contingent upon the member's, and, as applicable, his or her qualified surviving spouse's, leaving the member's contributions in the fund and otherwise satisfying all of the eligibility requirements for any normal, early or survivor's allowance. Likewise, any normal or early retirement allowance or survivor's allowance that is or may become payable to any such member and/or his or her qualified surviving spouse, if any, shall be paid under and in accordance with the member's normal or early retirement, or survivor's, allowance provisions, as applicable.

(e) Normal retirement. There shall be a normal retirement allowance for eligible NBU-GG employees.

(1) *Normal retirement eligibility.*

a. Pre-2011 NBU-GG employees shall be eligible for a normal retirement allowance upon completing twenty (20) years of actual service, or upon attaining age sixty (60) and completing at least five (5) years of continuous service.

Alternate normal retirement eligibility. A Pre-2011 NBU-GG employee may elect to retire without reduction of benefits after fifteen (15) years of continuous service provided such employee elects to leave his or her contributions in the fund until the date on which he or she would have first become eligible for a normal retirement allowance, at which time he or she shall receive a retirement allowance calculated on the same basis described below for a normal retirement allowance.

b. Post-2011 NBU-GG employees and Post-2017 NBU-GG employees shall be eligible for a normal retirement allowance upon attaining age fifty-five (55) and completing twenty (20) years of actual service, or upon attaining age sixty-two (62) and completing at least five (5) years of continuous service.

(2) *Normal retirement allowance.*

a. The normal retirement allowance for Pre-2011 NBU-GG employees shall amount to two and one-half (2.5%) percent of final average pay for each whole year of creditable service to a maximum of eighty (80%) percent of final average pay.

b. The normal retirement allowance for Post-2011 NBU-GG employees shall amount to one and three-quarters (1.75%) percent of final average pay for each whole year of creditable service to a maximum of eighty (80%) percent of final average pay.

c. Employees who retire on or after June 1, 2014 shall be paid accrued vacation leave and any sick leave remaining after mandatory sick exchange in accordance

with Section 2A-8(a)(3) of the Code, to which the employee may be entitled, as a lump sum payment. Any vacation time lump sum payment shall not be used to increase the employee's years of creditable service and any vacation and/or sick time lump sum payment shall not be included or utilized in any manner in determining or calculating the employee's final average pay period, final average pay, and retirement allowance. The effective date of retirement shall be the day immediately following the employee's last day of work. This Paragraph shall apply prospectively and shall not apply to any employee on vacation run-out on the effective date of the ordinance.

(f) Early retirement. There shall be an early retirement allowance for eligible NBU-GG employees.

(1) *Early retirement eligibility.* NBU-GG employees shall be eligible for an early retirement allowance upon attaining age fifty-five (55) and completing at least five (5) years of continuous service.

(2) *Early retirement allowance.*

a. The early retirement allowance for Pre-2011 NBU-GG employees shall be based on the normal retirement allowance formula but reduced by four (4%) percent for each whole year the employee retires short of age sixty (60).

b. The early retirement allowance for Post-2011 NBU-GG employees shall be based on the normal retirement allowance formula but reduced by four (4%) percent for each whole year the employee retires short of age sixty-two (62).

c. Employees who retire on or after the June 1, 2014 will be paid accrued vacation leave and any sick leave remaining after mandatory sick exchange in accordance with Section 2A-8(a)(3) of the Code, to which the employee may be entitled, as a lump sum payment. Any vacation time lump sum payment shall not be used to increase the employee's years of creditable service and any vacation and/or sick time lump sum payment shall not be included or utilized in any manner in determining or calculating the employee's final average pay period, final average pay, and retirement allowance. The effective date of retirement shall be the day immediately following the employee's last day of work. This Paragraph shall apply prospectively and shall not apply to any employee on vacation run-out on the effective date of the ordinance.

(g) *Disability retirement.* NBU-GG employees shall be entitled to those disability retirement allowances provided in section 2A-11 to the extent eligible thereunder.

(h) *Survivorship.* NBU-GG employees shall be entitled to those survivorship allowances provided in section 2A-12 to the extent eligible thereunder.

(i) Voluntary Retirement Incentive Program (VRIP) for NBU-GG employees whose last day of Work is December 31, 2010.

(1) For purposes of this subsection an "eligible NBU-GG employee" refers to a vested Non-Bargaining Unit General Government (NBU-GG) employee, a vested Non-Bargaining Unit Police or Fire (NBU-P/F) employee, who in accordance with the provisions of Section 2A-30 has elected to receive non-bargaining pension benefits, and a vested non-bargaining unclassified general government employee who is a

member of the fund.

(2) An eligible NBU-GG employee, who is eligible for a normal, alternate normal, or early retirement, on or before December 31, 2010, may elect one (1) of the following retirement incentive options:

OPTION 1:

Up to a maximum of three (3) years of City-paid health insurance under one (1) of the City's retiree health insurance plan options. The duration of such City-paid health insurance eligibility shall be dependent upon the employee's age. Such City-paid health insurance shall be provided only at the employee's current level of coverage (Individual, 2-Person, Family) as of July 1, 2010. Any spouse or dependent not currently covered under the employee's active health insurance plan cannot be added in the future, with the exception of the birth or adoption of a child who may be added to the retired employee's plan, provided, the retired employee pays one hundred (100%) percent of the difference between the new level of coverage (if applicable) and the level of coverage at the time of retirement. Such City-paid health insurance shall begin immediately upon the effective date of the employee's retirement and run continuously until the expiration of the eligibility period. Upon the employee or his or her spouse turning age sixty-five (65) while receiving City-paid health insurance, such City-paid health insurance shall cease for the employee or his or her spouse effective in the month in which he or she turns age sixty-five (65).

An employee who elects to retire under this VRIP, elects this Option 1, and is subsequently employed full-time by the City of Hartford or the Board of Education while receiving the City-paid health insurance, will immediately forfeit any right to receive or resume at any point such City-paid health insurance, or any portion thereof, that was provided under the VRIP.

OPTION 2:

The addition of up to four (4) years of additional pension service credit. Such service credit will be deemed actual service for purposes of determining the employee's eligibility for a normal retirement, for purposes of determining whether the employee is eligible to commence receiving a retirement allowance and for determining or calculating the employee's final average pay period, final average pay, and retirement allowance.

(3) An eligible NBU-GG employee who is eligible for an alternate normal retirement by December 31, 2010, and elects to retire under the VRIP, shall be credited with up to four (4) years of additional service credit. Such service credit will be deemed actual service for purposes of determining the employee's eligibility for a normal retirement and for purposes of determining whether the employee is eligible to commence receiving a retirement allowance. (Examples: (A) An employee who has fifteen (15) years of continuous service will be credited with four (4) years of additional service credit, will be deemed to have nineteen (19) years of actual service and will be

eligible to commence receiving a retirement allowance after the passage of one (1) year; and (B) An employee who has sixteen (16) years of continuous service will be credited with four (4) years of additional service credit, will be deemed to have twenty (20) years of actual service and will be eligible for a Normal Retirement as set forth in Section 2A-25 (e) of the Code.

(4) An eligible NBU-GG employee, who on or before December 31, 2010 has at least eleven (11) years of continuous service, but less than fifteen (15) years of continuous service, may elect to retire under this VRIP and be credited with up to four (4) years of "incentive service credit" for the sole purpose of establishing eligibility for an alternate normal retirement. The crediting of such "incentive service credit" shall not increase the employee's years of creditable service for purposes of calculating the employee's retirement allowance and shall not be included or utilized in any manner to determine or calculate the employee's final average pay period, final average pay, or retirement allowance. (Examples: (A) An employee with eleven (11) years of continuous service will be credited with four (4) years of "incentive service credit" and the employee will be deemed to have fifteen (15) years of continuous service solely for purposes of establishing eligibility for an alternate normal retirement, the employees' retirement benefits will be calculated based on eleven (11) years of service and any sick exchange credit, the employee will be eligible for sick exchange in accordance with Section 2A-8(a)(3), and may commence receiving a retirement allowance after the passage of five (5) years; and (B) An employee with thirteen (13) years of continuous service will be credited with two (2) years of "incentive service credit", the employee will be deemed to have fifteen (15) years of continuous service solely for purposes of establishing eligibility for an alternate normal retirement, the employees' retirement benefits will be calculated based on eleven (11) years of service and any sick exchange credit, the employee will be eligible for sick exchange in accordance with Section 2A-8(a)(3), and may commence receiving a retirement allowance after the passage of five (5) years.

(5) Additional terms and conditions applicable to eligible NBU-GG employees electing to retire under this VRIP:

a. An employee will receive any accrued vacation time, and any sick time remaining after any mandatory sick leave exchange in accordance with Section 2A-8(a)(3) of the Code, to which the employee may be entitled, as a lump sum payment. Employee pension contributions shall not be deducted from any such lump sum payment. Any vacation time lump sum payment shall not be used to increase the employee's years of creditable service and any vacation and/or sick time lump sum payment shall not be included or utilized in any manner in determining or calculating the employee's final average pay period, final average pay, and retirement allowance.

b. The employee's effective date of retirement shall be the day immediately following the employee's last day of work.

c. An employee who is eligible for an early retirement, and who elects to retire under this VRIP, shall be subject to any early retirement allowance reduction pursuant to Section 2A-25(f)(2) of the Code.

d. This VRIP shall not apply to any employee whose last day worked was prior to September 24, 2010 and/or is currently on vacation run-out.

e. An employee will be eligible for the benefits described in [subsection] (3) above only if the employee's fifteen (15) years of service are continuous, as required by Section 2A-5 of the Code. If an employee purchased one (1) or more years of pension service credit for time served in the United States Uniformed Services pursuant to Section 2A-7 of the Code, that service credit may not be used to establish the employee's eligibility to retire under this VRIP. However, said service credit may be used for purposes of determining the employee's retirement allowance if otherwise eligible to retire.

f. The maximum allowable retirement allowance payable to an employee is set forth in Section 2A-25 (e) of the code.

g. An employee's retirement allowance shall be calculated based upon the same percentage of final average pay for each whole year of the employee's credited service that otherwise would pertain to such employee,

h. Any retirement allowance payable to any employee shall be subject to and paid in accordance with the provisions of Section 2A-15, "Section 415(m) Fund".

i. An eligible NBU-GG employee who is eligible for a normal, alternate normal, or early retirement, or by operation of [subsection] (2), (3) or (4) above can become eligible for a normal or alternate normal retirement, who desires to retire under this VRIP, must elect to retire during the "window period" as set forth below.

j. The "window period" for said election will commence on the Friday after the Court of Common Council adopts the ordinance establishing the VRIP and will end no later than the close of business thirty (30) days thereafter (in the event the thirtieth day falls on a non-business day, the window period shall end on the next business day).

k. The employee last day worked with the City must be Friday, December 31, 2010 (the last day worked may not occur prior to such date). Notwithstanding the foregoing, in those situations where the retirement of such an employee would cause undue hardship to City operations, the Mayor may elect, except as in hardship cases as further defined below, to defer the employee's last day of work and subsequent retirement, thereby requiring the employee to work beyond December 31, 2010 in order to remain eligible for the benefits provided under the VRIP, provided such employee's last day of work must occur on or before June 30, 2011. A deferment must be requested in writing by the employee's Department Head or Chief Operating Officer (as applicable) no later than five (5) calendar days after the employee submits the VRIP election form referenced below. A copy of the request shall be provided to the employee. All deferment decisions will be made by the Mayor, in his sole discretion, and will be determined on a case by case basis, including any modification of the same in the event the mayor has determined that the employee has encountered unforeseeable circumstances between the date the employee submits the VRIP election form and the date determined by the Mayor to be the employee's last day of work. The Mayor shall advise the Department Head or Chief Operating

Officer within seven (7) calendar days, after receipt of the deferment request, whether the deferment request was granted, and if granted the date designated as the employee's last day of work. The Department Head or Chief Operating Officer shall notify the employee within three (3) calendar days of receiving the Mayor's deferment decision.

l. The employee must submit his or her election in writing on the prescribed 2010 NBU-GG and Eligible NBU P/F Employees Voluntary Retirement Incentive Election Form to the Human Resources Department, with a copy to the Department Head or Chief Operating Officer (if the employee is the Department Head), by the close of business on the date set forth in j. above. The election form will include a commitment to an effective date of retirement of January 1, 2011, which commitment shall be irrevocable, provided, however; the Mayor may elect to defer such date as set forth in [subsection] k. above.

m. The employee must file an application for retirement with the Pension Commission with a last day worked of Friday, December 31, 2010.

This ordinance shall be effective upon passage.

REPLACEMENT ITEM # 4 ON AGENDA

Luke A. Bronin
Mayor

June 12, 2017

Honorable Thomas J. Clarke II, Council President, and
Members of the Court of Common Council
City of Hartford
550 Main Street
Hartford, CT 06103

RE: Appropriation Ordinance

Dear Council President Clarke:

In accordance with Chapter X, section 7(b), of the City of Hartford Charter, I am submitting the attached appropriation ordinance to eliminate a projected deficit of $9,490,880 within the Fiscal Year 2017 General Fund Budget through the use of the FY2017 Tax Anticipation Note.

As you will recall, at the time of submission of the Mayor's Recommended Budget for FY2018, the City estimated a $14.4 million deficit for the fiscal year ending June 30, 2017. Based on revenue and expenditure activity through May and successful measures taken by the Administration, we currently project a deficit of $13,504,880. Transfers proposed in a resolution submitted to Council separately will result in a net deficit of $9,490,880 for FY2017. This deficit is comprised of a revenue shortfall of $3,512,000 and expenditure over-runs of $5,978,880 for combined total of $9,490,880 (net of year-end transfers). The revenue and expenditure variances are described below

Revenues

Revenue Category	FY2017 Adopted	FY2017 Projected	Variance
Intergovernmental Revenues	$ 266,719,991	$ 264,533,991	($ 2,186,000)
General Property Taxes	260,301,621	258,301,621	(2,000,000)
Licenses and Permits	6,468,808	5,268,808	(1,200,000)
Revenue from Money and Property	2,117,163	2,432,163	315,000
Other Financing Sources	4,519,983	5,436,983	917,000
Charges for Services	2,791,519	3,416,519	625,000
Other Revenues	1,238,650	1,285,650	47,000
Fines, Forfeits & Penalties	172,000	192,000	20,000
Reimbursements	217,550	167,550	(50,000)
Total Revenue	**$ 544,547,285**	**$ 541,035,285**	**($3,512,000)**

550 Main Street
Hartford, Connecticut 06103
Telephone (860) 757-9500
Facsimile (860) 722-6606

The shortfall in revenues totals $3,512,000. Below are explanations of the drivers of the variance for each of the revenue categories.

- **Intergovernmental Revenues:** -$2,186,000 – Unfavorable due primarily to rescissions of State Pequot-Mohegan funding
- **General Property Taxes:** -$2,000,000 - Unfavorable due to lower-than-anticipated prior year property tax revenues and potentially lower-than-budgeted lien sale revenues. The FY2017 Budget assumed $4,000,000 in lien sales, but, based on market experience in FY2016, a potential unfavorable variance of $1,000,000 is projected
- **Licenses and Permits:** -$1,200,000 - Unfavorable due to a decrease in revenues associated with electrical, mechanical, plumbing and building permits
- **Revenue from Money and Property:** +$315,000 - Favorable due to receipt of the $250,000 Stadium Rent Payment and increases in other rental income
- **Other Financing Sources:** +$917,000 – Favorable due to additional private duty job revenue and other short term investment income
- **Charges for Services:** +$625,000 - Favorable due to conveyance tax and special event revenues
- **Other Revenues:** +$47,000 – Unrealized sale of City property offset by favorable revenues from sale of surplus City equipment
- **Fines, Forfeits & Penalties:** +$20,000 - Favorable due to increased false alarm fine revenues.
- **Reimbursements:** -$50,000 - Unfavorable due to a technical correction to reflect fringe reimbursements as a credit to expenditures in lieu of revenues

Expenditures

Over-runs are projected in two categories of expenditures. These over-runs total $5,978,880 and the drivers are described below.

- **Benefits & Insurances** is projected to require an additional appropriation of $5,278,880 in addition to the amount proposed in the transfer resolution. The overage is due primarily to unrealized union concessions offset by favorable pension contributions, fringe reimbursements and savings associated with the rebid of insurance contracts.

- **Non-Operating Departments (Sundry)** is projected to require an additional appropriation of $700,000 for the reserve against future accounts payable expenditures.

On the next page is a table that shows expenditures for each department/account, the amounts to be transferred, as proposed in the resolution submitted separately, the amounts to be appropriated in the attached ordinance, and the final budget figures for FY2017.

Department	FY2017 Budget (Revised)	Proposed Transfer Resolution	FY2017 Budget plus Transfer Resolution	Proposed Ordinance (TAN)	Budget plus Resolution and Ordinance
MAYOR'S OFFICE	744,077	(14,000)	730,077		730,077
COURT OF COMMON COUNCIL	563,898	14,000	577,898		577,898
TREASURER	391,650	0	391,650		391,650
REGISTRARS OF VOTERS	717,211	0	717,211		717,211
CORPORATION COUNSEL	1,593,095	75,000	1,668,095		1,668,095
TOWN & CITY CLERK	739,490	0	739,490		739,490
INTERNAL AUDIT	490,980	0	490,980		490,980
CHIEF OPERATING OFFICER	369,843	(20,000)	349,843		349,843
COMMUNICATIONS & NEW MEDIA	541,098	(25,000)	516,098		516,098
METRO HARTFORD INNOVATION SERV	2,998,818	0	2,998,818		2,998,818
FINANCE	3,610,884	(360,000)	3,250,884		3,250,884
HUMAN RESOURCES	1,245,831	(210,000)	1,035,831		1,035,831
OFFICE OF MANAGEMENT & BUDGET	883,877	(185,000)	698,877		698,877
CHILDREN FAMILY RECREATION	3,536,612	(135,000)	3,401,612		3,401,612
FIRE	36,373,153	(25,000)	36,348,153		36,348,153
POLICE	43,218,922	(2,600,000)	40,618,922		40,618,922
EMERGENCY SERVICES & TELECOMMU	3,742,604	0	3,742,604		3,742,604
PUBLIC WORKS	11,867,021	420,000	12,287,021		12,287,021
DEVELOPMENT SERVICES	3,229,396	(440,000)	2,789,396		2,789,396
HEALTH AND HUMAN SERVICES	4,241,691	1,050,000	5,291,691		5,291,691
EDUCATION	284,008,188	0	284,008,188		284,008,188
HARTFORD PUBLIC LIBRARY	7,860,851	0	7,860,851		7,860,851
BENEFITS & INSURANCES	74,613,184	635,000	75,248,184	5,278,880	80,527,064
DEBT SERVICE	30,079,004	1,820,000	31,899,004		31,899,004
NON OP DEPT EXPENDITURES	35,280,242	0	35,280,242	700,000	35,980,242
Grand Total	**552,941,620**	**0**	**552,941,620**	**5,978,880**	**558,920,500**

Council action on both the transfer resolution and the appropriation ordinance is respectfully requested at your earliest convenience in order to prevent a deficit in the Fiscal Year 2017 General Fund Budget.

Respectfully submitted,

Luke A. Bronin
Mayor

Introduced by: Mayor Luke A. Bronin

HEADING AND PURPOSE

AN ORDINANCE CONCERNING ADDITIONAL APPROPRIATIONS IN THE GENERAL FUND

COURT OF COMMON COUNCIL,
CITY OF HARTFORD

June 12, 2017

Be It Hereby Ordained by the Court of Common Council of the City of Hartford:

Section 1. That the following additional appropriation from the General Fund for the Fiscal Year beginning July 1, 2016 is hereby made.

	Revised Appropriation	Supplemental Appropriation	Revised Appropriation
Benefits & Insurances:			
Benefits and Insurances	$ 75,248,184	$ 5,278,880	$ 80,527,064
Non-Operating:			
Non-Operating	$ 35,280,242	$ 700,000	$ 35,980,242
Total	**$ 110,528,426**	**$ 5,978,880**	**$ 116,507,306**

Section 2. That the General Fund Total Expenditure appropriation is hereby increased by a total of $5,978,880 for a revised General Fund Appropriation for the Fiscal Year beginning July 1, 2016 of $558,920,500 and the use of Tax Anticipation Notes up to $5,978,880 is hereby authorized.

Section 3. That the use of Tax Anticipation Notes up to $3,512,000 is hereby authorized to cover revenue shortfalls in the General Fund for the Fiscal Year beginning July 1, 2016.

This ordinance shall take effect upon adoption.

I hereby certify the availability of General Fund Balance for this appropriation.

Darrell V. Hill
CFO/Director of Finance

Court of Common Council

ITEM 5 ON AGENDA

CITY OF HARTFORD
550 MAIN STREET
HARTFORD, CONNECTICUT 06103

REPORT

June 26, 2017

Thomas J. Clarke II, Council President and City Council Members
Hartford Court of Common Council
Hartford City Hall
550 Main Street
Hartford, Connecticut 06103

Dear President Clarke and City Council Members:

The Public Works, Parks, Recreation and Environment Committee held its monthly meeting on Wednesday, June 7, 2017 at 5:30 p.m. in the City Council Chambers.

The following were present: Councilwoman Cynthia R. Jennings (Committee Chairperson), John Q. Gale (Assistant Majority Leader and Councilman), Wildaliz Bermudez (Council Minority Leader and Councilwoman), James DelVisco (Corporation Council), Sabastian Lombardi (Day Pitney LLP), Tom Swarr (Hartford CSC), Bonnie Malley (COO/COH), Mark Mitchell, M.D. (CCEJ), JoAnne Bauer (ACOTE), Faith Palmer (Mayor's Office), Donna Swarr (PRAC), Sarah Bronin (PZC), Shubhada Kamaldi (Office of Sustainability) and Haywood R. Hicks (Executive Assistant to Councilwoman Cynthia R. Jennings).

4. Resolution calling upon the Office of the Mayor and The Park Commission to look for and find funds to renovate the T-Ball/ Baseball field and the Samuel Arroyo Community Center. (Councilwoman Winch)(Item # 14 on agenda)

This item is a resolution proposed by Councilwoman Winch requesting that the Office of the Mayor and the Park Commission look for and find the necessary funds in their budgets to renovate the T-Ball/ Baseball field and Samuel Arroyo Community Center.

A motion was made by Councilman Gale and seconded by Councilwoman Bermudez to postpone action on this resolution. The vote was unanimous.

Respectfully Submitted,

Cynthia R. Jennings, Chairperson

Committee Member Votes:

Councilwoman Jennings: Yes
Councilwoman Bermudez: Yes
Councilman Gale: Yes

Introduced By:
rJo Winch, Councilwoman

Court of Common Council
April 24, 2017

Pope Park Designated Funds

WHEREAS: Concerned neighbors, community leaders and dependents of Colonel Albert Pope joined together to form the Pope Hartford Designated Funds in 2009 to stop the decline in Hartford's historic Pope Park, and

WHERAS: Pope Park has become known for its many annual activities and was previously awarded $200,000.00 from Hartford Foundation of Public Giving, and

WHEREAS: It is vitally important that children have a safe supervised place to recreate and grow, the members of the Friends of Pope Park are seeking to find funds to renovate the it's T-Ball/Baseball field and the Samuel Arroyo Community Center, and

WHEREAS: The City of Hartford has designated maintenance funds for this purpose in the Park Funds Account. Therefore, be it

RESOLVED: That the Court of Common Council calls upon the Office of the Mayor and the Park Commission to look for and find funds to renovate these fields.

ITEM # 6 ON AGENDA

INTRODUCED BY
Councilman Larry Deutsch

COURT OF COMMON COUNCIL
June 26, 2017

Resolved, Council to meet regular sessions July and August

ITEM # 7 ON AGENDA

Introduced by: Council President Thomas J. Clarke II

HEADING AND PURPOSE

SUBSTITUTE

AN ORDINANCE CREATING A REGISTRY OF OWNERS OF RESIDENTIAL RENTAL PROPERTY AMENDING CHAPTER 18, SECTION 150 OF THE HARTFORD MUNICIPAL CODE

COURT OF COMMON COUNCIL,
CITY OF HARTFORD

November 14, 2016

Be It Ordained by the Court of Common Council of the City of Hartford:

That Chapter 18, Section 150, of the Municipal Code of the City of Hartford be amended as follows:

18-150. Registration of owners of residential rental property.
(a) Purpose. The City of Hartford is committed to protecting the safety, health and welfare of its residents, to eliminating housing deterioration and blight, and to protecting the public from unsafe structures. To that end, the City has adopted ordinances and has performed regulation, inspections and code enforcement concerning the operation and condition of property within its borders. This ordinance requires registrations and disclosure of contacts the City may use to observe due process in notifying owners of conditions on their property. The City will use the registration in the enforcement of housing, building and fire safety codes, for regular or emergency enforcement action and in the interest of public safety in securing or demolishing buildings or relocating people.
(b) Definitions.
For purposes of this ordinance, "Owner" shall mean any natural person who is the record owner of the property, or if the property is owned by a business entity, "Owner" shall mean an officer, manager or member of such entity, and in the case of a trust, a trustee.
For purposes of this ordinance, "contact information" shall include the name, email address, telephone numbers, business and residential address.
18-151. Registration.
(a) Registration required. It shall be unlawful for owners of certain residential rental property located within the City of Hartford to rent such property without registering with the Division of

Licenses and Inspection. Upon adoption of this ordinance the Division of Licenses and Inspections shall notify Owners of the requirements of this ordinance. Failure to receive such notice shall not waive its requirements. Owners shall register using such forms as are provided by the Division of Licenses and Inspections, within sixty days from the effective date of this ordinance. Violation shall be subject to the penalties set out in Section 1-4 of the Municipal Code.

(b) Exempt Owners. The Housing Authority of the City, owners of properties with fewer than three units, and owners of licensed rooming houses, hotels, motels, condominiums, elderly housing, and student dormitories, shall be exempt from the requirements of this ordinance.

(c) Fees. Owners shall pay a fee upon registration. The fee for initial registration upon adoption of this ordinance, or upon a change of ownership, shall be fifty dollars for up to five residential rental units existing at the rental property, plus twenty dollars for every additional unit. After the initial fee in the first year of registration for a particular owner, the annual renewal fee for that owner shall be twenty dollars for the first five units plus twenty dollars for each additional unit. The fees shall apply whether or not the units are occupied.

(d) Term and renewal. Registrations made after the effective date of this ordinance and prior to June 30, 2017 shall expire on June 30, 2018. Thereafter, registrations shall be effective for one year, beginning on July 1, 2018 and expiring on June 30 of each year. Registrations must be renewed annually.

Registrations shall not be transferable. Upon a change of ownership, the new owner shall register within thirty days after taking title to the property.

18-152. Required information. The registration shall require the following information:

(a) The property address and tax assessor's parcel identification number for the property.

(b) The number of rental units on the property.

(c) Owner's name and mailing address.

(d) Owner's contact information, which shall include residential and business mailing address, telephone number and email address. If the owner is not a natural person, the Owner shall provide the same contact information for each officer, member or manager of any business entity, or in the case of a trust, the contact information for each trustee.

(e) The contact information of a responsible adult residing in Connecticut, or a company doing business in Connecticut, who or which is and shall be responsible for the care, management and maintenance of the property and is authorized to accept legal process and notices on behalf of the owner if the owner resides or has its principal place of business outside of Connecticut.

(f) The name and contact information of any person holding a mortgage on the property.

(g) The name and contact information of the Owner's insurer of the property. The Owner must notify the City in the event of a change or cancellation of insurance on the property.

(h) The registration form shall be signed by the owner, who shall certify that all the information offered in the registration is true and correct to the best of his or her knowledge and belief, so that any willfully false statement will be subject to penalty under the law for the making of a false statement.

(i) Proof of insurance including the name of the insurance company, address, business telephone number of the insurance provider along with a copy of the insurance policy,

along with proof of the insurance coverage amount for both liability and fire, that covers at a minimum the value of the property.

This ordinance shall take effect upon adoption.

ITEM # 8 ON AGENDA

Introduced by:

Assistant Majority Leader John Q. Gale

HEADING AND PURPOSE

AN ORDINANCE AMENDING CHAPTER 2 SECTION 2-46 ADMINISTRATIVE SUPPORT FOR COUNCIL OF THE MUNICIPAL CODE.

COURT OF COMMON COUNCIL,
CITY OF HARTFORD
May 22, 2017

Be it ordained by the Court of Common Council of the City of Hartford that Chapter 2 Section 2-46 of the Municipal Code be amended as follow:

Sec. 2-46. - Administrative support for council.

The employees of the council shall be as follows:

(A)

~~Each c~~Council ~~member~~ may appoint and employ~~an executive assistant who shall serve at the pleasure of, and whose duties shall be prescribed by, the council member making said appointment. Such executive assistant shall be an Unclassified Employee.~~

~~(B)~~

~~The council may authorize the council president to employ~~ such ~~other~~ staff and assistants as deemed necessary for conducting official business.

This Ordinance shall be effective upon passage.

ITEM # 9 ON AGENDA

Introduced by:

INTRODUCED BY:

Council President Thomas J. Clarke II

COURT OF COMMON COUNCIL

City of Hartford, March 27, 2017

HEADING AND PURPOSE

Section 4-5. This section shall apply to all establishments that sell alcoholic beverages, including bars, nightclubs, and lounges, but not restaurants that do not have separate bar service. After 6 p.m. until closing time, a owners and operators of all such establishments shall cause trained security staff to use electronic identification scanners at all entrances to detect false identification and prevent entry by underage customers. The purpose of this section is to protect minors by helping to prevent sale of alcohol to minors carrying false identification.

This ordinance shall take effect upon adoption.