

Purchasing – no leadership. Need a purchasing agent immediately.

Enhance organizational structure. Shared services, regionalization, insurance

Shared Services

Between Board and City

Among towns in the region

Hire risk management/health care consultant

Look at all liability to reduce costs, HAS

All insurance areas

General liability, errors and omissions, workers comp, health, etc.

Stop loss: aggregate v. individual – are they properly balanced

Concentrate on health. Is it worth it to be self-insured?

Issue Union contracts

Bonding OPED liability at the State

Both City and Board – all benefits

Elected City Council members get health care benefits

Pensions

New employees. Avon went 13 years ago, East Hartford and West Hartford more recently. Review benefits. Renegotiate new contracts with higher contribution.

Appropriate level of benefits and timing - benefits consultants

Purchasing

Printing with Board (supt. Suggests)

Facilities management – redundant functions

Look for opportunities to consolidate or share resources

Separate section – outsourcing or selling excess capacity, e.g. printing

Organizational structure

Shared between departments

Proper model of governance (see Bof E)

Why do we need two finance departments?

City-suburban combine

State legislation – bills/laws? Review of regionalized services

City should look at opportunities in region, e.g. snow plow, transportation

Our state delegation work with M.O.R.E. Commission. Areas of regional shared services and enhance regional cooperation. CRCOG

Purchasing

Incentives for departments and individuals to save money. Put in a capital fund for future purchases. Efficiencies, rewards. Change manner of thinking that you have to spend or lose it. Appropriate process

To generate savings, share, carry forward with appropriation

Busing – conflicting goals

Look at evaluation of results of Council policies and consistency with Council position
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Limit increase in living wage to 3% per year.

Misc. Enterprise capacity

Outsourcing; looking for opportunities, e.g. facilities management