



Senate

General Assembly

File No. 3

March Session, 2000

Senate Resolution No. 5

Senate, February 29, 2000

The Senate Committee on Appropriations reported through SEN. CRISCO of the 17th Dist., Chairperson of the Committee on the part of the Senate, that the Senate committee makes no recommendation and the resolution is favorably reported pursuant to Joint Rule 31.

Resolution Proposing Approval Of A Collective Bargaining Agreement Between The State Of Connecticut And The Connecticut State Police Union, (NP-1) Bargaining Unit.

Resolved by the Senate:

- 1 That the collective bargaining agreement between the State of
- 2 Connecticut and the Connecticut State Police Union, (NP-1) Bargaining
- 3 Unit, effective July 1, 1999, and expiring June 30, 2004, and submitted
- 4 to this assembly February 9, 2000, for approval, as provided in
- 5 subsection (b) of section 5-278 of the general statutes, is approved.

APP Committee Vote: Reported Pursuant to Joint Rule 31.

The following fiscal impact statement and bill analysis are prepared for the benefit of members of the General Assembly, solely for the purpose of information, summarization, and explanation, and do not represent the intent of the General Assembly or either House thereof for any purpose:

OFA Fiscal Note

State Impact: Cost

Affected Agencies: Department of Public Safety, Department of Transportation (Bradley Enterprise Fund)

Explanation

State Impact and Municipal Impact:

	FY 00	FY 01	FY 02
General Fund	\$1,391,300	\$5,101,200	\$8,642,400
Municipal Impact	\$136,200	\$499,300	\$845,900

This collective bargaining agreement for the State Police (NP-1) bargaining unit is submitted for approval for the five-year period July 1, 1999 through June 30, 2004. Costs shown above are estimates for the 991 General Fund employees covered by this contract at the start of the contract period. General Fund costs are \$12,341,200 for FY 03, and \$15,330,900 for FY 04. FY 04 annualized costs are \$15,700,800. The estimated municipal impact is \$1,208,000 in FY 03 and \$1,500,600 in FY 04. The annualized FY 04 amount is \$1,536,800. Details of the costs are attached.

Increases associated with this contract are in line with increases in negotiated agreements and arbitrated awards for other bargaining units. There are sufficient funds in the Department of Public Safety's budget for the FY 00 costs associated with this contract. The governor's revised recommended FY 01 budget includes sufficient

funds in the Department of Public Safety to cover contract costs.

The Department of Public Safety is reimbursed for the costs of state troopers working at Bradley International Airport, and at the Foxwood's and Mohegan Sun casinos. Currently, the Bradley Enterprise Fund in the Department of Transportation funds 20 troopers working at the airport. The casinos currently fund 37 troopers. Salary and benefit increases associated with this contract will result in cost increases to the Bradley Enterprise Fund and the casinos.

There are currently 97 resident troopers assigned to 59 municipalities statewide. Municipalities reimburse the Department of Public Safety 70% of the costs of the troopers. Therefore, the increases in salaries and benefits associated with this contract will result in increases to municipalities.

Cost Estimate of Collective Bargaining Agreement

State Police (NP-1) Bargaining Unit

Agencies Affected: Department of Public Safety, Department of
Transportation (Bradley Enterprise Fund

Term of Contract: Five years, July 1, 1999 through June 30, 2004

Full-Time Employees Affected by Contract: 991 General Fund

	Salary	Total	Cash Basis Percent Increase		
			General Wage Increase	Annual Increment	Other
Prior to Contract	\$ 48,990				
1st Year of Contract (FY 00)	50,294	2.66%	0.79%	1.78%	0.09%
2nd Year of Contract (FY 01)	52,776	4.93%	3.21%	1.68%	0.05%
3rd Year of Contract (FY 02)	55,578	5.31%	2.86%	1.99%	0.46%
4th Year of Contract (FY 03)	58,374	5.03%	2.82%	1.21%	1.00%
5th Year of Contract (FY 04)	60,727	4.03%	2.79%	1.08%	0.16%

	Salary	Total	Annualized Basis Percent Increase		
			General Wage Increase	Annual Increment	Other
Prior to Contract	\$ 48,990				
1st Year of Contract (FY 00)	51,243	4.60%	1.87%	2.51%	0.21%
2nd Year of Contract (FY 01)	54,212	5.79%	3.33%	2.41%	0.05%
3rd Year of Contract (FY 02)	57,658	6.36%	2.98%	2.84%	0.54%
4th Year of Contract (FY 03)	60,906	5.63%	2.93%	1.66%	1.04%
5th Year of Contract (FY 04)	63,707	4.60%	2.90%	1.53%	0.17%

	Prior to Contract	At End of Contract Annualized	Percent Increase
Salaries [1]	\$ 48,549,000	\$63,134,000	30.0%
Fringe Benefits [2]	<u>13,478,900</u>	<u>15,792,081</u>	17.2%
Total	\$62,027,900	\$78,926,081	27.2%

4.93% average per year (compounded)

[1] Salaries include base salary, longevity payments, shift differential, unit stipends, and the NP-1 meal allowance.

[2] Fringe benefits include Social Security, normal cost of pension contributions, health and life insurance, tuition reimbursement and training funds.

Detail of General Fund Cost Estimates

	FY 00	FY 01	FY 02	FY 03	FY 04 [1]	FY 04 Annualized [1]
Contract Items						
First Year (FY 00)						
General Wage Increase (2%) Effective 1/14/00 (11 pay periods)	\$385,100	\$910,200	\$910,200	\$910,200	\$910,200	\$ 910,200
Annual Increments Paid on Time	863,500	1,219,500	1,219,500	1,219,500	1,219,500	1,219,500
SP-1 Salary Schedule Increment Adjustment Effective 1/14/00 (11 pay periods)	41,700	98,500	98,500	98,500	98,500	98,500
Increase for Off-Duty Canine Care (2%) Effective 1/14/00 (11 pay periods)	2,100	4,900	4,900	4,900	4,900	4,900
Total First Year	\$1,292,400	\$2,233,100	\$2,233,100	\$2,233,100	\$2,233,100	\$2,233,100
Second Year (FY 01)						
General Wage Increase (3.5%) Effective 6/30/00 (25 pay periods)		\$1,627,700	\$1,692,800	\$1,692,800	\$1,692,800	\$1,692,800
Annual Increments Paid on Time		853,500	1,224,100	1,224,100	1,224,100	1,224,100
SP-1 Salary Schedule Increment Adjustment Effective 6/30/00 (25 pay periods)		16,000	16,700	16,700	16,700	16,700
Increase for Off-Duty Canine Care (3.5%) Effective 6/30/00 (25 pay periods)		8,400	8,700	8,700	8,700	8,700
Total Second Year		\$2,505,600	\$2,942,300	\$2,942,300	\$2,942,300	\$2,942,300
Third Year (FY 02)						
General Wage Increase (3%) Effective 6/29/01 (25 pay periods)			\$1,537,100	\$1,598,600	\$1,598,600	\$1,598,600
Annual Increments Paid on Time			1,070,700	1,527,800	1,527,800	1,527,800
SP-1 Salary Schedule Increment Adjustment Effective 6/29/01 (25 pay periods)			162,800	202,700	202,700	202,700
Increase for Off-Duty Canine Care (3%) Effective 6/29/01 (25 pay periods)			7,400	7,700	7,700	7,700
Meal Allowance Increase (\$0.37 per shift) Effective 6/29/01 (25 pay periods)			74,800	77,800	77,800	77,800
Total Third Year			\$2,852,800	\$3,414,600	\$3,414,600	\$3,414,600
Fourth Year (FY 03)						
General Wage Increase (3%) Effective 6/28/02 (25 pay periods)				\$1,610,200	\$1,674,600	\$1,674,600

Annual Increments Paid on Time								
SP-1 Salary Schedule Increment Adjustment Effective 6/28/02 (25 pay periods)						694,100	951,000	951,000
Increase for Off-Duty Canine Care (3%) Effective 6/28/02 (25 pay periods)						491,600	511,300	511,300
Meal Allowance Increase (\$0.35 per shift) Effective 6/28/02 (25 pay periods)						7,600	7,900	7,900
Total Fourth Year						\$2,874,200	\$3,218,400	\$3,218,400

Fifth Year (FY 04)								
General Wage Increase (3%) Effective 6/27/03 (25 pay periods)							\$1,685,200	\$1,752,600
Annual Increments Paid on Time							648,900	921,200
Increase for Off-Duty Canine Care (3%) Effective 6/27/03 (25 pay periods)							7,900	8,200
Meal Allowance Increase (\$0.45 per shift) Effective 6/27/03 (25 pay periods)							91,000	94,600
Educational Incentive Reopener Costs to be Determined (negotiations begin 8/1/02)								
Total Fifth Year							\$2,433,000	\$2,776,600

Total Contract Items								
Social Security Costs [2]	\$1,292,400	\$4,738,700	\$8,028,200	\$11,464,200	\$14,241,400	\$14,585,000		\$14,585,000
Total Cost of Contract	\$1,391,300	\$5,101,200	\$8,642,400	\$12,341,200	\$15,330,900	\$15,700,800		\$15,700,800

[1] This cost analysis is based on annual costs equaling the payment of 26 payrolls. PA 99-1 of the June Special Session authorizes the development of the state budget on a GAAP (Generally Accepted Accounting Principles) basis beginning in FY 04. This change will basically add one-tenth of a payroll to annual costs beginning in that year.

[2] Wage increases directly impact Social Security contributions. Wage increases also impact pension contributions, but the impact will not be determined until the next actuarial valuation.

Notes:

These costs were developed using the General Fund bargaining unit workforce (991) effective at the start of the contract period and do not reflect any additional costs associated with increasing the unit's strength beyond that number. The statutory minimum strength of 1,248 has been established for the State Police. Since the start of this contract period, two recruiting classes have commenced (79 recruits are still remaining at this point).

This contract also incorporates the \$53,354 currently in the Department of Public Safety budget for occupational safety in each year of the current biennium and provides for an equal amount to be provided in each of the three additional contract years.

OFA Bill Analysis

SR 5

RESOLUTION PROPOSING APPROVAL OF A COLLECTIVE BARGAINING AGREEMENT BETWEEN THE STATE OF CONNECTICUT AND THE CONNECTICUT STATE POLICE UNION, (NP-1) BARGAINING UNIT.

SUMMARY:

A separate analysis is not prepared since the fiscal note contains much of the same information that would go into a separate analysis.