



Senate

General Assembly

File No. 326

January Session, 2001

Senate Resolution No. 17

Senate, April 18, 2001

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 resolution ought to be adopted.

RESOLUTION PROPOSING APPROVAL OF A COLLECTIVE BARGAINING AGREEMENT BETWEEN THE BOARD FOR STATE ACADEMIC AWARDS AND CHARTER OAK STATE COLLEGE PROFESSIONAL BARGAINING UNIT, AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES, LOCAL 1303-282 OF CONNECTICUT COUNCIL 4, AFL-CIO.

Resolved by the Senate:

- 1 That the collective bargaining agreement between the Board for
- 2 State Academic Awards and Charter Oak State College Professional
- 3 Bargaining Unit, American Federation of State, County and Municipal
- 4 Employees, Local 1303-282 of Connecticut Council 4, AFL-CIO,
- 5 concerning objective job evaluation, submitted to this assembly March
- 6 28, 2001, for approval, as provided in subsection (b) of section 5-278 of
- 7 the general statutes, is approved.

APP *Senate Favorable*

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 Agency: Charter Oak College
Municipal Impact: None

Explanation

State Impact:

	FY 01	FY 02	FY 02 Annualized
State Cost			
All Funds	\$28,396	\$68,575	\$82,989
General Fund	\$21,391	\$48,263	\$57,422

This reopener to the July 1, 1999 through June 30, 2002 contract for the Charter Oak Professional Employees' Bargaining Unit is submitted for approval. The original contract included language permitting the Board of State Academic Awards to hire a consultant to assist in the development of classification descriptions, and to conduct the classification audit review study and objective job evaluations (OJE) provided in the SCOPE agreement. The contract also provided for a reopener to negotiate implementation of the consultant's recommendations, new salary ranges, placement of employees within those ranges, and the effective dates of all changes.

The consultant's recommendations were based on the OJE evaluations of the job classifications and on comparisons with other public and private colleges. The revised FY 01 budget and the governor's recommended 2001-2003 biennial budget include sufficient funds in the Reserve for Salary Adjustments account to cover the General Fund costs of this reopener. According to the agency, there are sufficient funds within the agency's budgeted resources and reserves to cover the FY 01 other fund costs. The governor's recommended 2001-2003 budget anticipates that there are sufficient funds in the Reserve for Salary Adjustments account and the agency's budgeted resources and reserves to cover the FY 02 and FY 03 costs associated with this reopener.

Costs shown above are for the 33 All Funds employees, including 21 General Fund employees. Details of the costs are attached.

**Cost Estimate of Reopener
All Funds**

Bargaining Unit: Charter Oak Professional Employees

Agency Affected: Charter Oak College

Term of Contract: Reopener to the July 1, 1999 through June 30, 2002

Contract

Number of Full-Time Employees Affected by Contract:

21 General Fund
12 Other Funds
 33 All Funds

Average Full-Time Salary Data:

	Percent Increase (Annualized Basis)			
		Original		
	<u>Salary</u>	<u>Total</u>	<u>Contract</u>	<u>Reopener</u>
	\$48,493			
2nd Year of Contract (FY 01)	49,663	8.48%	6.07%	2.41%
3rd Year of Contract (FY 02)	53,403	7.53%	5.13%	2.40%

Note: These percentages are based on the 21 General Fund and 9 Other Fund employees in the bargaining unit as of October 6, 2000 (the date

of OJE implementation). An additional three Other Fund employees were hired since that date. These three employees were excluded from the above calculations to more accurately reflect the impact of the reopener on the average salary for the bargaining unit.

Cost Summary Data (Estimated):

	Prior to Reopener	At End of Contract including reopener (Annualized)	Percent Increase (2 years)
Salaries[1]	\$ 1,424,933	\$ 1,497,926	5.12%
Fringe Benefits[2]	458,022	469,723	2.55%
Total	\$ 1,882,955	\$ 1,967,649	4.50%

2.22% average per year (compounded)

[1] Salaries include base salary and longevity payments.

[2] Fringe benefits include Social Security, normal cost of pension contributions, health insurance, life insurance, and professional development.

**Detail of Cost Estimates
All Funds**

<u>Reopener Items</u>	<u>2nd Year Of Contract FY 01</u>	<u>3rd Year of Contract FY 02</u>	<u>FY 02 Annualized</u>
Second Year (FY 01)			
2.5% OJE Reopener Effective 10/6/00 (18 pay periods)	\$ 24,292	\$ 35,088	\$ 35,088
Lump Sum Payment for 15 Years of Service to Three Employees	2,086	-	-
Total Second Year	\$ 26,378	\$ 35,088	\$ 35,088
Third Year (FY 02)			
2.5% OJE Reopener Effective 10/5/01 (18 pay periods)		\$ 28,435	\$ 41,073
Movement to Minimum Salary of Range Effective 4/5/02 (five pay periods) (one employee)		179	930
Total Third Year		\$ 28,614	\$ 42,003
Total Reopener Items	\$ 26,378	\$ 63,702	\$ 77,092
Social Security Costs [1]	2,018	4,873	5,898
Total Cost of Reopener	\$ 28,396	\$ 68,575	\$ 82,989
Estimated General Fund Cost	\$ 21,391	\$ 48,263	\$ 57,422

[1] Wage increases directly impact Social Security contributions. Due to the actuarial valuation method used to cost pension plan contributions, the impact on pension costs is delayed until the next valuation.

OFA Bill Analysis
SR 17

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SUMMARY:

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

COMMITTEE ACTION

Appropriations Committee

Senate Favorable

Yea 8 Nay 0