



House of Representatives

General Assembly

File No. 226

February Session, 2002

House Resolution No. 9

House of Representatives, March 28, 2002

The House Committee on Appropriations reported through REP. DYSON of the 94th Dist., Chairperson of the Committee on the part of the House, that the resolution ought to be adopted.

RESOLUTION PROPOSING APPROVAL OF A COLLECTIVE BARGAINING AGREEMENT BETWEEN THE STATE OF CONNECTICUT AND THE AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES (AFSCME), COUNCIL 4, LOCALS 387, 391 AND 1565, AFL-CIO, ON BEHALF OF THE NP-4 CORRECTIONS BARGAINING UNIT.

Resolved by this House:

- 1 That the collective bargaining agreement between the state of
- 2 Connecticut and the American Federation of State, County and
- 3 Municipal Employees (AFSCME), Council 4, Locals 387, 391 and 1565,
- 4 AFL-CIO, on behalf of the NP-4 Corrections Bargaining Unit, effective
- 5 July 1, 2001, and expiring June 30, 2004, submitted to this assembly
- 6 March 8, 2002, for approval, as provided in subsection (b) of section 5-
- 7 278 of the general statutes, is approved.

APP House 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:

| Fund-Type | Agency Affected | FY 02 \$ | FY 03 \$ | FY 04 \$ |
|------------------|----------------------------------------------|-----------------|-----------------|-----------------|
| All Funds - Cost | Department of Correction, Board of Parole | 9,189,167 | 23,162,054 | 38,285,117 |
| GF - Cost | Department of Correction, Board of Parole | 8,991,005 | 22,662,078 | 37,458,591 |

Note: GF=General Fund

Municipal Impact: None

Explanation

This collective bargaining agreement for the Corrections (NP-4) bargaining unit is submitted for approval for the three-year period July 1, 2001 through June 30, 2004. Costs shown above are for the 5,067 full-time All Funds employees, including 4,958 General Fund employees covered by this contract. The estimated annualized FY 04 cost of the contract is \$40,359,665 for All Funds, which includes \$39,488,328 for the General Fund. Details of the costs are attached.

These increases are generally in line with increases in other bargaining units that have settled for this time period. Sufficient funding was carried forward to cover the FY 02 costs associated with this contract. The governor’s revised FY 03 budget includes sufficient funding within the agency budgets and the Reserve for Salary Adjustments account to cover FY 03 costs of the contract.

Cost Estimate of Agreement

All Funds

Corrections (NP-4) Bargaining Unit

Agencies Affected: Department of Correction, Board of Parole

Term of Contract: Three years, July 1, 2001 through June 30, 2004

Number of Full-Time Employees Affected by Contract:

| | |
|--------------|--------------|
| 4,958 | General Fund |
| 109 | Other Funds |
| 5,067 | Total |

Average Full-Time Salary Data:

Percent Increase (Cash Basis)

| | Salary | Total | General Wage Increase | Annual Increments | Other |
|------------------------------------------|----------|-------|-----------------------------|----------------------|-------|
| Prior to Contract | \$41,965 | | | | |
| 1 st Year of Contract (FY 02) | 43,647 | 4.01% | 2.50% | 1.17% | 0.34% |
| 2 nd Year of Contract (FY 03) | 45,317 | 3.83% | 2.50% | 1.20% | 0.13% |
| 3 rd Year of Contract (FY 04) | 47,157 | 4.06% | 2.56% | 0.98% | 0.52% |

Percent Increase (Annualized Basis)

| | Salary | Total | General Wage Increase | Annual Increments | Other |
|------------------------------------------|----------|-------|-----------------------------|----------------------|-------|
| Prior to Contract | \$41,965 | | | | |
| 1 st Year of Contract (FY 02) | 44,505 | 6.05% | 3.74% | 1.81% | 0.50% |
| 2 nd Year of Contract (FY 03) | 47,073 | 5.77% | 3.75% | 1.88% | 0.14% |
| 3 rd Year of Contract (FY 04) | 49,365 | 4.87% | 2.78% | 1.52% | 0.57% |

Cost Summary Data (Estimated):

| | Prior to Contract | At End of Contract Annualized | Percent Increase (three years) |
|-------------------------|----------------------|-------------------------------------|--------------------------------------|
| Salaries [1] | \$ 212,634,676 | \$ 250,107,658 | 17.6% |
| Fringe Benefits [2] | | | |
| Current Items | \$ 68,917,670 | \$ 75,190,648 | |
| Negotiated Improvements | | 20,000 | |
| Total Fringe Benefits | \$ 68,917,670 | \$ 75,210,648 | 9.1% |
| Total | \$ 281,552,346 | \$ 325,318,305 | 15.5% |

4.93% average per year (compounded)

[1] Salaries include base salary, longevity payments, meal allowance, reporting pay, night shift differential, and weekend differential. Overtime is not included.

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

Detail of Cost Estimates All Funds

| Contract Items | FY 02 | FY 03 | FY 04 [1] | FY 04 Annualized [1] |
|--------------------------------------------------------------------------------------------------------------------------------------------|---------------------|----------------------|----------------------|-------------------------|
| First Year (FY 02) | | | | |
| \$500 added to Step 10 of all Correction Officer Pay Groups | \$ 669,655 | \$ 778,008 | \$ 778,008 | \$ 778,008 |
| 2% General Wage Increase, effective 7/13/01 (24 pay periods) | 3,608,300 | 3,938,804 | 3,938,804 | 3,938,804 |
| 2% General Wage Increase, effective 1/11/02 (11 pay periods) | 1,698,335 | 4,017,580 | 4,017,580 | 4,017,580 |
| Annual Increments | 2,484,834 | 3,857,222 | 3,857,222 | 3,857,222 |
| Increase Board of Parole Workweek to 40 Hours | 39,513 | 256,836 | 256,836 | 256,836 |
| Increase Tuition Reimbursement Fund from \$30,000 to \$45,000 | 15,000 | 15,000 | 15,000 | 15,000 |
| Increase Union Business Leave from 400 to 500 days per Year | 16,600 | 16,600 | 16,600 | 16,600 |
| Increase Union Business Leave from 75 to 80 Days for the AFL-CIO International Convention | 830 | 830 | 830 | 830 |
| Increase Union Business Leave from 45 to 70 Days for the AFL-CIO Connecticut Convention | 4,150 | 4,150 | 4,150 | 4,150 |
| Total First Year | \$ 8,537,217 | \$ 12,885,030 | \$ 12,885,030 | \$ 12,885,030 |
| Second Year (FY 03) | | | | |
| 2% General Wage Increase, effective 7/12/02 (24 pay periods) | | \$ 3,835,640 | \$ 4,182,572 | \$ 4,182,572 |
| 2% General Wage Increase, effective 1/10/03 (11 pay periods) | | 1,804,941 | 4,266,223 | 4,266,223 |
| Annual Increments | | 2,704,459 | 4,231,983 | 4,231,983 |
| Increase Night Shift Differential from \$0.65 to \$0.70 and Weekend Differential from \$0.40 to \$0.45, effective 7/12/02 (24 pay periods) | | 287,070 | 310,993 | 310,993 |
| Total Second Year | | \$ 8,632,110 | \$ 12,991,771 | \$ 12,991,771 |
| Third Year (FY 04) | | | | |
| 3% General Wage Increase, effective 7/11/03 (24 pay periods) | | | \$ 6,093,939 | \$ 6,636,018 |
| Annual Increments | | | 2,342,182 | 3,623,232 |

| Contract Items | FY 02 | FY 03 | FY 04 | |
|--------------------------------------------------------------------------------------------------------------------------------------------|---------------------|----------------------|----------------------|-----------------------|
| | | | FY 04 [1] | Annualized [1] |
| Increase Night Shift Differential from \$0.70 to \$0.75 and Weekend Differential from \$0.45 to \$0.50, effective 7/11/03 (24 pay periods) | | | 287,070 | 310,993 |
| Increase Meal Reimbursement from \$6 to \$7, effective 7/11/03 (24 pay periods) | | | 960,866 | 1,040,938 |
| Increase Tuition Reimbursement Fund from \$45,000 to \$50,000 | | | 5,000 | 5,000 |
| Total Third Year | | | \$ 9,689,058 | \$ 11,616,181 |
| Total Contract Items | \$ 8,537,217 | \$ 21,517,140 | \$ 35,565,859 | \$ 37,492,982 |
| Social Security Costs [2] | 651,950 | 1,644,914 | 2,719,258 | 2,866,683 |
| Total Cost of Contract | \$ 9,189,167 | \$ 23,162,054 | \$ 38,285,117 | \$ 40,359,665 |
| Estimated General Fund Cost | \$ 8,991,005 | \$ 22,662,078 | \$ 37,458,591 | \$ 39,488,328 |

[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 2003-2005 state budget on a GAAP (Generally Accepted Accounting Principles) basis. This change will basically add one-tenth of a payroll to annual costs beginning in FY 04.

[2] 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

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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

House Favorable Report

Yea 32 Nay 0