



Senate

General Assembly

File No. 570

February Session, 2002

Senate Resolution No. 24

Senate, April 26, 2002

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 STATE OF CONNECTICUT JUDICIAL BRANCH AND THE INTERNATIONAL BROTHERHOOD OF POLICE OFFICERS, LOCAL 731.

Resolved by the Senate:

- 1 That the collective bargaining agreement between the State of
- 2 Connecticut Judicial Branch and the International Brotherhood of
- 3 Police Officers, Local 731, submitted to this assembly April 8, 2002, for
- 4 approval, as provided in subsection (b) of section 5-278 of the general
- 5 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:

Fund-Type	Agency Affected	FY 02 \$	FY 03 \$	FY 04 \$
All Funds - Cost	Judicial Department	222,014	4,978,059	5,778,668
GF - Cost	Judicial Department	222,014	4,978,059	5,778,668

Note: GF=General Fund

Municipal Impact: None

Explanation

This collective bargaining agreement for the Judicial Marshals bargaining unit is submitted for approval. The agreement is effective upon approval and expires on June 30, 2004. Costs shown above are for the estimated 749 full-time General Fund employees covered by this contract. The estimated annualized FY 04 cost of the contract is \$6,276,314. Details of the costs are attached.

These employees were authorized to collectively bargain as of July 1, 1999. This agreement, dated April 8, 2002, is the first contract for this new bargaining unit. It does not contain any retroactive costs for FY 00 or FY 01, which has resulted in a savings to the state. In FY 02, bargaining unit members will be moved to a step pay plan. FY 03 and FY 04 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 FY 03 revised Appropriations Committee budget (sHB 5019) includes sufficient funding to cover FY 03 costs of the contract.

Cost Estimate of Agreement
All Funds

Judicial Marshals Bargaining Unit

Agencies Affected: Judicial Department

Term of Contract: Date of Approval through June 30, 2004

Number of Full-Time Employees Affected by Contract:

749	General Fund
0	Other Funds
749	Total

Average Full-Time Salary Data:**Percent Increase (Cash Basis)**

	Salary	Total	General Wage Increase	Annual Increments	Step Pay Plan/ Other
Prior to Contract	\$ 30,396				
1st Year of Contract (FY 02)	30,671	0.91%	0.00%	0.00%	0.91%
2nd Year of Contract (FY 03)	31,985	4.29%	2.88%	1.41%	0.00%
3rd Year of Contract (FY 04)	33,343	4.25%	2.88%	1.37%	0.00%

Percent Increase (Annualized Basis)

	Salary	Total	General Wage Increase	Annual Increments	Step Pay Plan/ Other
Prior to Contract	\$ 30,396				
1st Year of Contract (FY 02)	33,979	11.79%	0.00%	0.00%	11.79%
2nd Year of Contract (FY 03)	36,033	6.05%	2.99%	3.06%	0.00%
3rd Year of Contract (FY 04)	38,180	5.96%	2.99%	2.97%	0.00%

Cost Summary Data (Estimated):

	Prior to Contract	At End of Contract Annualized	Percent Increase (three years)
Salaries [1]	\$ 22,766,400	\$ 28,596,697	25.6%
Fringe Benefits [2]	\$ 9,691,656	\$ 10,667,648	10.1%
Total	\$ 32,458,056	\$ 39,264,344	21.0%

6.57% average per year (compounded)

[1] Salaries include base per diem salary.

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

**Detail of Cost Estimates
All Funds**

Contract Items	FY 02	FY 03	FY 04[1]	FY 04 Annualized [1]
First Year (FY 02)				
Placement on 40 Hour per Week Step Plan (assumes 2 pay periods)	\$ 200,084	\$ 2,601,096	\$ 2,601,096	\$ 2,601,096
\$5 per Shift Differential	4,900	63,700	63,700	63,700
1,000 Hours Union Business Leave	1,253	16,283	16,283	16,283
Convention Leave Time	-	2,600	2,600	2,600
One-Time Payment of Commercial Driver's License Costs [2]	Unknown	Unknown	Unknown	Unknown
Mileage Reimbursement in Accordance with General Services Administration (GSA) Rate (\$0.365 per mile)	Minimal	Minimal	Minimal	Minimal
Total First Year	\$ 206,237	\$ 2,683,679	\$ 2,683,679	\$ 2,683,679
Second Year (FY 03)				
\$1,000 Lump-Sum Payment for Full-Time Employees and \$500 Lump-Sum Payment for Part-Time Employees 60 Days after Legislative Approval		\$ 850,000	\$ -	\$ -
3% General Wage Increase Effective 6/28/02 (25 pay periods)		731,755	761,025	761,025
Annual Increments		358,866	777,543	777,543

Contract Items	FY 02	FY 03	FY 04[1]	FY 04
				Annualized [1]
Total Second Year		\$ 1,940,621	\$ 1,538,568	\$ 1,538,568
Third Year (FY 04)				
3% General Wage Increase Effective 6/27/03 (25 pay periods)			\$ 776,136	\$ 807,182
Annual Increments			369,632	800,868
Total Third Year			\$ 1,145,768	\$ 1,608,050
Total Contract Items	\$ 206,237	\$ 4,624,300	\$ 5,368,015	\$ 5,830,297
Social Security Costs	15,777	353,759	410,653	446,018
Total Cost of Contract	\$ 222,014	\$ 4,978,059	\$ 5,778,668	\$ 6,276,314
Estimated General Fund Cost	\$ 222,014	\$ 4,978,059	\$ 5,778,668	\$ 6,276,314

[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] The contract provides that employees placed on the Judicial Marshal II salary schedule shall not receive annual increments unless Commercial Driver's Licenses (CDLs) are obtained. Judicial Marshal I employees cannot advance to the Judicial Marshal II salary schedule until CDLs are obtained. It cannot be determined how many of the employees will apply for a CDL; the state will pay for one attempt for each employee working as of December 1, 2000, which consists of the \$80 license fee and any physical exams not covered by the employees' insurance plans.

Note: In addition to the above items, employees will be eligible for overtime at the rate of time-and-one-half and call back payments. Full-time employees will accrue sick and vacation time at the rate of 10 hours per month and will receive three personal leave days per year. Bargaining unit members employed as of December 1, 2000 will be credited with five days each of sick and vacation leave upon the effective date of the contract.

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

Senate Favorable Report

Yea 9 Nay 0