



# House of Representatives

General Assembly

**File No. 1**

*January Session, 2003*

House Resolution No. 8

*House of Representatives, February 11, 2003*

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 House 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 BOARD FOR STATE ACADEMIC AWARDS AND CHARTER OAK STATE COLLEGE PROFESSIONAL BARGAINING UNIT, AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES, LOCAL 1303-282, CONNECTICUT COUNCIL 4, AFL-CIO.**

Resolved by this House:

- 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, Connecticut Council 4, AFL-CIO, effective
- 5 July 1, 2002, through June 30, 2005, inclusive, submitted to this
- 6 assembly May 23, 2002, for approval, as provided in subsection (b) of
- 7 section 5-278 of the general statutes, is approved.

**APP** *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:**

Fund-Type	Agency Affected	FY 03 \$	FY 04 \$	FY 05 \$
Various - Cost	Charter Oak College	81,983	195,024	313,155
GF - Cost	Charter Oak College	44,663	104,959	168,670

Note: GF=General Fund

**Municipal Impact:** None

**Explanation**

This collective bargaining agreement for the Charter Oak State College Professional Employees bargaining unit is submitted for approval for the three-year period July 1, 2002 through June 30, 2005. Costs shown above are for the 35 All Funds full-time employees, including 17 General Fund employees covered by this contract. The estimated annualized FY 05 cost of the agreement is \$343,465 for All Funds, which includes \$184,837 for the General Fund. Details of the costs are attached.

Funding was included within the agency's FY 03 budget (PA 02-1, May Special Session) to provide for the increases outlined in the agreement; however, estimated unallocated lapses (reflected as "bottom line" savings at the end of the budget) were increased by \$94 million from \$78 million to \$172 million in anticipation of concessions which have not been successfully negotiated between the unions and the administration at this time.

**Cost Estimate of Agreement**

**All Funds**

Charter Oak State College Professional Employees Bargaining Unit  
 Agency Affected: Charter Oak College  
 Term of Contract: Three years, July 1, 2002 through June 30, 2005  
 Number of Full-Time Employees Affected by Contract:

17	General Fund
18	Other Funds
<b>35</b>	<b>Total</b>

**Average Full-Time Salary Data:**

**Percent Increase (Cash Basis)**

	Salary	Total	General Wage Increase	Annual Increments	Other
Prior to Contract	\$ 51,954				
FY 03	54,072	4.08%	2.83%	1.19%	0.06%
FY 04	56,258	4.04%	2.85%	1.12%	0.07%
FY 05	58,506	4.00%	2.85%	1.09%	0.06%

**Percent Increase (Annualized Basis)**

	Salary	Total	General Wage Increase	Annual Increments	Other
Prior to Contract	\$ 51,954				
FY 03	54,864	5.60%	2.96%	2.58%	0.06%
FY 04	57,855	5.45%	2.96%	2.42%	0.07%
FY 05	60,971	5.39%	2.96%	2.37%	0.06%

**Cost Summary Data (Estimated):**

	Prior to Contract	At End of Contract Annualized	Percent Increase (three years)
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Salaries [1]	\$ 1,818,392	\$ 2,134,198	17.37%
Fringe Benefits [2]			
Current Items	\$ 563,110	\$ 615,975	
Negotiated Improvements		3,500	
Total Fringe Benefits	<u>\$ 563,110</u>	<u>\$ 619,475</u>	<u>10.01%</u>
Total	\$ 2,381,502	\$ 2,753,673	15.63%

4.96% average per year (compounded)

[1] Salaries include base salary, longevity, and merit payments.

[2] Fringe benefits include Social Security, normal cost of pension contributions, health insurance, life insurance, and Tuition Reimbursement/Professional Development Fund.

**Detail of Cost Estimates  
All Funds**

Contract Items	FY 05			
	FY 03	FY 04 [1]	FY 05 [1]	Annualized [1]
<b>First Year of Contract (FY 03)</b>				
3% General Wage Increase, effective 7/1/02 (24.9 pay periods)	\$ 51,546	\$ 53,823	\$ 53,823	\$ 53,823
2.65% Annual Increment Effective 12/27/02 (12 pay periods)	21,671	46,955	46,955	46,955
Increase to Longevity from Wage Increases	829	829	829	829
Increase to Merit Pay from Wage Increases	252	252	252	252
Increase in Professional Development to \$5,000	2,000	2,000	2,000	2,000
<b>Total First Year</b>	<b>\$ 76,299</b>	<b>\$ 103,859</b>	<b>\$ 103,859</b>	<b>\$ 103,859</b>
<b>Second Year of Contract (FY 04)</b>				
3% General Wage Increase Effective 6/27/03 (25 pay periods)		\$ 54,659	\$ 56,846	\$ 56,846
2.65% Annual Increment Effective 12/26/03 (12 pay periods)		21,474	46,526	46,526
Increase to Longevity from Wage Increases		1,057	1,057	1,057
Increase to Merit Pay from Wage Increases		258	258	258
<b>Total Second Year</b>		<b>\$ 77,448</b>	<b>\$ 104,687</b>	<b>\$ 104,687</b>
<b>Third Year of Contract (FY 05)</b>				
3% General Wage Increase Effective 6/25/04 (25 pay periods)			\$ 57,641	\$ 59,947
2.65% Annual Increment Effective 12/24/04 (12 pay periods)			22,157	48,008
Increase to Longevity from Wage Increases			1,035	1,035
Increase to Merit Pay from Wage Increases			270	270

	FY 05			
Contract Items	FY 03	FY 04 [1]	FY 05 [1]	Annualized [1]
Increase in Professional Development to \$6,500			1,500	1,500
<b>Total Third Year</b>			<b>\$ 82,603</b>	<b>\$ 110,759</b>
<b>Total Contract Items</b>	<b>\$ 76,299</b>	<b>\$ 181,307</b>	<b>\$ 291,150</b>	<b>\$ 319,306</b>
Social Security Cost	5,684	13,717	22,005	24,159
<b>Total Cost of Contract</b>	<b>\$ 81,983</b>	<b>\$ 195,024</b>	<b>\$ 313,155</b>	<b>\$ 343,465</b>
<b>Estimated General Fund Cost</b>	<b>\$ 44,663</b>	<b>\$ 104,959</b>	<b>\$ 168,670</b>	<b>\$ 184,837</b>

[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.

Note: In addition to these items, the contract provides that full-time employees may request that their position be adjusted to a part-time status of 35 hours or less per week. If the request is granted, compensation shall be adjusted according to the reduction in hours and the benefits shall be prorated in accordance with the contract. The contract also establishes a provision for the donation of vacation and personal leave to ill or disabled bargaining unit members.

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**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

Reported Pursuant to Joint Rule 31