



Senate

General Assembly

File No. 8

February Session, 2004

Senate Resolution No. 7

Senate, February 24, 2004

The Senate Committee on Appropriations reported through SEN. HARP of the 10th 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 UNION OF PROFESSIONAL JUDICIAL EMPLOYEES, AFT/AFT-CT, AFL-CIO.

Resolved by the Senate:

- 1 That the collective bargaining agreement between the State of
- 2 Connecticut Judicial Branch and the Union of Professional Judicial
- 3 Employees, AFT/AFT-CT, AFL-CIO, submitted to this assembly
- 4 January 30, 2004, for approval, as provided in subsection (b) of section
- 5 5-278 of 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:

Fund-Type	Agency Affected	FY 03 \$	FY 04 \$	FY 05 \$
All Funds - Cost	Judicial Department	0	2,226,176	5,949,374
GF - Cost	Judicial Department	0	2,214,409	5,917,890

Note: GF=General Fund

Municipal Impact: None

Explanation

This collective bargaining agreement for the Judicial Professional bargaining unit is submitted for approval for the four-year period July 1, 2002 through June 30, 2006. Costs shown above are for the 892 All Funds employees, including 887 General Fund employees covered by this contract. The FY 06 cost associated with this contract is \$10,333,831 for All Funds, of which \$10,279,126 is for the General Fund. The annualized FY 06 cost associated with this contract is \$10,755,678 for All Funds, of which \$10,698,736 is for the General Fund. Details of the costs are attached.

The appropriations act (PA 03-1, June 30 Special Session) removed funding for unsettled contracts for FY 03, FY 04 and FY 05. Therefore, no funds have been included in the current budget for this agreement. However, the governor's revised recommended budget includes sufficient funds in the Reserve for Salary Adjustments account to cover the costs of this agreement.

**Office of Fiscal Analysis
Cost Estimate of Collective Bargaining Agreement
All Funds**

Judicial Professional Bargaining Unit

Agency Affected: Judicial Department

Term of Contract: Four years, July 1, 2002 through June 30, 2006

Number of Full-Time Employees Affected by Contract:

General Fund	887
Other Funds	<u>5</u>
All Funds	892

Cash Basis Percent Increase

	Salary	Total	General Wage Increase	Lump Sum & Annual Increment	Other
Prior to Contract	\$ 64,502				
1 st Year of Contract (FY 03)	64,502	0.00%	0.00%	0.00%	0.00%
2 nd Year of Contract (FY 04)	66,815	3.58%	2.76%	0.69%	0.13%
3 rd Year of Contract (FY 05)	69,168	3.52%	2.86%	0.66%	0.00%
4 th Year of Contract (FY 06)	72,321	4.56%	2.86%	1.70%	0.00%

Annualized Basis Percent Increase

	Salary	Total	General Wage Increase	Lump Sum & Annual Increment	Other
Prior to Contract	\$ 64,502				
1 st Year of Contract (FY 03)	64,502	0.00%	0.00%	0.00%	0.00%
2 nd Year of Contract (FY 04)	68,353	5.97%	2.99%	2.49%	0.49%
3 rd Year of Contract (FY 05)	71,997	5.33%	2.97%	2.36%	0.00%
4 th Year of Contract (FY 06)	75,682	5.12%	2.97%	2.15%	0.00%

Cost Summary Data (Estimated):

At End Percent

	Prior to Contract	of Contract (Annualized)	Increase (4 years)
Salaries [1]	\$ 57,536,141	\$ 67,516,334	17.35%
Fringe Benefits [2]			
Current Items	\$ 17,820,647	\$ 19,490,333	
Negotiated Improvements	-	12,000	
Total Fringe Benefits	<u>17,820,647</u>	<u>19,502,333</u>	9.44%
Total	\$ 75,356,788	\$ 87,018,667	15.48%

3.66% average per year (compounded)

[1] Salaries include base salary, longevity payments, auto availability fee, and on-call pay.

[2] Fringe Benefits include Social Security, normal cost of pension contributions, health insurance, life insurance, Tuition Reimbursement, and Conference Fund.

**Detail of Cost Estimates
All Funds**

Contract Items	FY 03	FY 04	FY 05	FY 06 [1]	FY 06
					Annualized [1]
First Year (FY 03)					
No Salary Increases	\$ -	\$ -	\$ -	\$ -	\$ -
Total First Year	\$ -	\$ -	\$ -	\$ -	\$ -
Second Year (FY 04)					
General Wage Increase (3%) Effective 7/11/03 (24 pay periods)		\$ 1,561,854	\$ 1,692,008	\$ 1,692,008	\$ 1,692,008
Annual Increments, Delayed Six Months		338,314	1,268,058	1,289,460	1,289,460
Implement \$500 Lump Sum at Maximum, Delayed Six Months		60,000	144,000	144,000	144,000
Impact of General Wage Increase on Longevity		26,934	26,934	26,934	26,934
Reclassification of three Classes Effective 12/26/03 [2]		75,300	242,100	277,900	282,100
Increase Conference Fund from \$24,000 to \$28,000		4,000	4,000	4,000	4,000
Increase Tuition Reimbursement Fund from \$8,000 to \$10,000		2,000	2,000	2,000	2,000
Increase Travel Meal Reimbursement Effective 1/1/04		minimal	minimal	minimal	minimal
Total Second Year		\$ 2,068,402	\$ 3,379,101	\$ 3,436,303	\$ 3,440,503
Third Year (FY 05)					
General Wage Increase (3%) Effective 6/25/04 (25 pay periods)			\$ 1,717,335	\$ 1,786,552	\$ 1,786,552
Annual Increments, Delayed Six Months			333,551	1,269,097	1,290,922
\$500 Lump Sum at Maximum, Delayed Six Months			66,500	151,000	151,000
Impact of General Wage Increase on Longevity			27,743	27,743	27,743
Increase Conference Fund from \$28,000 to \$30,000			2,000	2,000	2,000
Increase Tuition Reimbursement Fund from \$10,000 to \$11,000			1,000	1,000	1,000
Total Third Year			\$ 2,148,129	\$ 3,237,392	\$ 3,259,217
Fourth Year (FY 06)					

Contract Items	FY 03	FY 04	FY 05	FY 06	
				FY 06 [1]	Annualized [1]
General Wage Increase (3%) Effective 6/24/05 (25 pay periods)				\$ 1,805,808	\$ 1,878,477
Annual Increments				912,247	1,205,422
\$500 Lump Sum for Employees at Maximum				177,000	177,000
Impact of General Wage Increase on Longevity				28,575	28,575
Increase Conference Fund from \$30,000 to \$32,000				2,000	2,000
Increase Tuition Reimbursement Fund from \$11,000 to \$12,000				1,000	1,000
Total Fourth Year				\$ 2,926,630	\$ 3,292,473
Total Contract Items	\$ -	\$ 2,068,402	\$ 5,527,230	\$ 9,600,325	\$ 9,992,193
Social Security Costs [2]	-	157,774	422,145	733,507	763,485
Total Cost of Contract	-	2,226,176	5,949,374	10,333,831	10,755,678
Estimated General Fund Cost	\$ -	\$ 2,214,409	\$ 5,917,890	\$ 10,279,126	\$ 10,698,736

[1] This cost analysis is based on annual costs equaling the payment of 26 payrolls. PA 03-1 of the June 2003 Special Session authorizes the development of the 2005-2007 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 06.

[2] The three classes that are being reclassified are Support Enforcement Officer, Child Support Advocate, and Caseload Coordinator. Employees must have at least two years of experience in the class to be reclassified.

OFA Bill Analysis

SR 7

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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 7 Nay 4