



Senate

General Assembly

File No. 659

February Session, 2004

Senate Resolution No. 27

Senate, April 26, 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 AND THE PROTECTIVE SERVICE EMPLOYEE COALITION, IUPA/IAFF, AFL-CIO.

Resolved by the Senate:

- 1 That the collective bargaining agreement between the state of
- 2 Connecticut and the Protective Service Employee Coalition,
- 3 IUPA/IAFF, AFL-CIO, on behalf of the NP-5 Bargaining Unit, effective
- 4 July 1, 2004, to June 30, 2008, inclusive, submitted to this assembly
- 5 April 7, 2004, for approval, as provided in subsection (b) of section 5-
- 6 278 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:

Agency Affected	Fund-Effect	FY 05 \$	FY 06 \$	FY 07 \$
Various	All Funds - Cost	20,432	1,490,929	4,260,637
Various	GF - Cost	14,192	1,035,585	2,959,396
Various	TF - Cost	2,838	207,105	591,845

Note: GF=General Fund; TF=Transportation Fund

Municipal Impact: None

Explanation

This collective bargaining agreement for the Protective Services (NP-5) bargaining unit is submitted for approval for the four-year period July 1, 2004 through June 30, 2008. Costs shown above are for the 829 All Funds full-time employees covered by this contract, including 576 General Fund, and 115 Transportation Fund full-time employees. The estimated FY 08 cost of this agreement is \$6,598,582 for All Funds, of which \$4,583,309 is for the General Fund, and \$916,609 is for the Transportation Fund. The estimated FY 08 annualized cost of this agreement is \$6,995,856 for All Funds, of which \$4,859,251 is for the General Fund, and \$971,794 is for the Transportation Fund. Details of the costs are attached.

This agreement includes a FY 05 wage freeze, and provides FY 06 and FY 07 wage increases, which are generally in line with increases in other bargaining units for the same time period. The Protective Services (NP-5) bargaining unit is the second bargaining unit to settle for FY 08. In FY 08, the agreement provides a 3% general wage increase and on-time annual increments.

This contract also provides that there shall be no additional layoffs during the contract period except due to agency consolidations, closings and/or programmatic reductions enacted by the legislature.

This provision does not apply to temporary or durational positions, or to grant-funded or federally funded positions upon expiration of those funds.

Cost Estimate of Agreement
All Funds

Protective Services (NP-5) Bargaining Unit

Agencies Affected: Various

Term of Contract: Four years, July 1, 2004 through June 30, 2008

Number of Full-Time Employees Affected by Contract:

576 General Fund
 115 Transportation Fund
138 Other Funds
829 Total

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

	Salary	Total	General		Lump	
			Wage Increase	Annual Increments	Sum At Maximum	Other
Prior to Contract	\$ 52,682					
1st Year of Contract (FY 05)	52,685	0.01%	0.00%	0.00%	0.00%	0.01%
2nd Year of Contract (FY 06)	54,333	3.13%	2.83%	0.01%	0.02%	0.27%
3rd Year of Contract (FY 07)	56,138	3.32%	2.82%	0.29%	0.08%	0.13%
4th Year of Contract (FY 08)	58,075	3.45%	2.81%	0.57%	0.07%	0.00%

Percent Increase (Annualized Basis)

	Salary	Total	General		Lump	
			Wage Increase	Annual Increments	Sum At Maximum	Other
Prior to Contract	\$ 52,682					
1st Year of Contract (FY 05)	52,685	0.01%	0.00%	0.00%	0.00%	0.01%
2nd Year of Contract (FY 06)	55,470	5.29%	2.94%	1.75%	0.32%	0.28%
3rd Year of Contract (FY 07)	58,033	4.62%	2.93%	1.48%	0.08%	0.13%
4th Year of Contract (FY 08)	60,481	4.22%	2.92%	1.23%	0.07%	0.00%

Cost Summary Data (Estimated):

	Prior to Contract	At End of Contract Annualized	Percent Increase (four years)
Salaries [1]	\$ 43,673,743	\$ 50,147,578	14.8%
Fringe Benefits [2]			
Current Items	\$ 16,443,919	\$ 17,526,992	
Negotiated Improvements	<u> -</u>	<u> 24,870</u>	
Total Fringe Benefits	\$ 16,443,919	\$ 17,551,862	6.7%
Total	\$ 60,117,663	\$ 67,699,440	12.6%

3.0% average per year (compounded)

[1] Salaries include base salary, longevity payments, shift and weekend differentials, and skill premium payments.

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

Detail of Cost Estimates

All Funds

Contract Items	FY 08				
	FY 05	FY 06 [1]	FY 07 [1]	FY 08 [1]	Annualized [1]
First Year (FY 05)					
No Salary Increases	\$ -	\$ -	\$ -	\$ -	\$ -
Increase Shoe Allowance from \$70 to \$90	16,580	16,580	16,580	16,580	16,580
Increase Skill Premiums from \$400 to \$450 for EMT-B and from \$525 to \$575 for EMT-I	2,400	2,400	2,400	2,400	2,400
Total First Year	\$ 18,980	\$ 18,980	\$ 18,980	\$ 18,980	\$ 18,980
Second Year (FY 06)					
3% General Wage Increase, Effective 6/24/05 (25 pay periods)		\$ 1,235,476	\$ 1,284,895	\$ 1,284,895	\$ 1,284,895
Annual Increments, Delayed Six Months		3,806	735,453	764,541	764,541
Implement \$500 Lump Sum Payment for Employees at Maximum		8,000	272,000	140,000	140,000
Increase Shift Differential from \$0.65/hour to \$0.75/hour, Effective 6/24/05 (25 pay periods)		47,325	49,218	49,218	49,218
Establish Weekend Differential of \$0.65, Effective 6/24/05 (25 pay periods) [2]		71,391	74,246	74,246	74,246
Total Second Year		\$ 1,365,998	\$ 2,415,813	\$ 2,312,901	\$ 2,312,901
Third Year (FY 07)					
3% General Wage Increase, Effective 6/23/06 (25 pay periods)			1,294,595	\$ 1,346,379	\$ 1,346,379
Annual Increments Delayed Three Months			133,664	681,363	681,363
Additional Cost of \$500 Lump Sum Payment for Employees at Maximum			36,500	36,500	36,500
Increase Shift Differential from \$0.75/hour to \$0.85/hour, Effective 6/23/06 (25 pay periods)			47,325	49,218	49,218

Contract Items	FY 05	FY 06 [1]	FY 07 [1]	FY 08 [1]	FY 08
					Annualized [1]
Increase Weekend Differential from \$0.65/hour to \$0.75/hour, Effective 6/23/06 (25 pay periods)			10,983	11,423	11,423
Total Third Year			\$ 1,523,068	\$ 2,124,882	\$ 2,124,882
Fourth Year (FY 08)					
3% General Wage Increase, Effective 6/22/07 (25 pay periods)				\$ 1,353,087	\$ 1,407,211
Annual Increments				274,822	589,741
Additional Cost of \$500 Lump Sum Payment for Employees at Maximum				35,500	35,500
Increase Shoe Allowance from \$90 to \$100				8,290	8,290
Increase Skill Premiums from \$450 to \$475 for EMT-B and from \$575 to \$600 for EMT-I [2]				1,200	1,200
Total Fourth Year				\$ 1,672,900	\$ 2,041,941
Total Contract Items	\$ 18,980	\$ 1,384,978	\$ 3,957,860	\$ 6,129,663	\$ 6,498,705
Social Security Costs [2]	1,452	105,951	302,776	468,919	497,151
Total Cost of Contract	\$ 20,432	\$ 1,490,929	\$ 4,260,637	\$ 6,598,582	\$ 6,995,856
Estimated General Fund Cost	\$ 14,192	\$ 1,035,585	\$ 2,959,396	\$ 4,583,309	\$ 4,859,251
Estimated Transportation Fund Cost	\$ 2,838	\$ 207,105	\$ 591,845	\$ 916,609	\$ 971,794

[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] Bargaining unit members employed effective June 30, 2005 are entitled to this differential. Employees hired after this date in salary grade PS 16 or higher are not eligible for this differential. Employees in a job classification that is upgraded to salary grade PS 16 or higher, on or after July 1, 2005, will no longer be eligible for the differential.

Note: In addition to the above items, the following items are anticipated to have fiscal impact.

- (1) The agreement provides an instructional stipend of \$200 per year effective July 1, 2004 for Field Training Officers, Firearms Instructors, and Paramedic Preceptors. It is anticipated that this cost will be minimal.
- (2) Effective July 1, 2004, the Department of Administrative Services will develop and implement a new job description for Fire Lieutenant. The positions of Deputy Fire Chief at the University of Connecticut, the University of Connecticut Health Center, and Bradley International Airport will be removed from the bargaining unit and become non-bargaining unit positions. The cost of this new classification is not known at this time.
- (3) The agreement eliminates the \$.60 per hour differential paid to firefighters at the University of Connecticut, University of Connecticut Health Center, and Bradley International Airport when they are promoted to Lieutenants/Technicians. This is expected to produce minimal savings.

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.

EFFECTIVE DATE: Upon passage.

COMMITTEE ACTION

Appropriations Committee

Senate Favorable Report

Yea 9 Nay 0