



House of Representatives

General Assembly

File No. 590

February Session, 2006

House Resolution No. 20

House of Representatives, April 20, 2006

The House Committee on Appropriations reported through REP. MERRILL of the 54th Dist., Chairperson of the Committee on the part of the House, that the resolution ought to be adopted.

RESOLUTION PROPOSING APPROVAL OF AN ARBITRATION AWARD BETWEEN THE DIVISION OF CRIMINAL JUSTICE AND THE CONNECTICUT STATE EMPLOYEES ASSOCIATION, POLICE INSPECTORS COUNCIL.

Resolved by this House:

- 1 That the arbitration award between the Division of Criminal Justice
- 2 and the Connecticut State Employees Association (CSEA), Police
- 3 Inspectors Council, SEIU Local 2001, effective from July 1, 2005, to June
- 4 30, 2009, inclusive, issued by the arbitrator March 14, 2006, and
- 5 submitted to this assembly for approval March 24, 2006, as provided in
- 6 subsection (b) of section 5-278 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:

Agency Affected	Fund-Effect	FY 06 \$	FY 07 \$	FY 08 \$
Criminal Justice, Div.	All Funds - Cost	0	316,481	653,761
Criminal Justice, Div.	GF - Cost	0	307,382	634,954

Note: GF=General Fund

Municipal Impact: None

Explanation

This arbitration award for the Division of Criminal Justice Inspectors’ bargaining unit is submitted for approval for the four-year period July 1, 2005 through June 30, 2009. Costs shown above are for the 79 all funds full-time employees covered by this contract, including 77 General Fund full-time employees. The estimated FY 09 cost of this agreement is \$1,150,943 for all funds, of which \$1,117,795 is for the General Fund. The estimated annualized FY 09 cost is \$1,215,997 for all funds, of which \$1,180,980 is for the General Fund. Details of the costs are attached.

This award provides wage increases that are generally in line with increases for other collective bargaining agreements and arbitration awards for the same time period. The Appropriations Committee budget, sHB 5007, includes funding in the Reserve for Salary Adjustments account to cover the FY 07 cost of this award.

Cost Estimate of Award
All Funds

Division of Criminal Justice Inspectors' Bargaining Unit
 Agency Affected: Division of Criminal Justice
 Term of Contract: Four years, July 1, 2005 through June 30, 2009
 Number of Full-Time Employees Affected by Contract:

77 General Fund
2 Other Funds
79 Total

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

	Salary	Total	General Wage Increase	Annual Increments	Other
Prior to Contract	\$73,414				
1st Year of Contract (FY 06)	73,414	0.00%	0.00%	0.00%	0.00%
2nd Year of Contract (FY 07)	77,128	5.06%	2.84%	1.80%	0.42%
3rd Year of Contract (FY 08)	80,151	3.92%	2.85%	0.36%	0.71%
4th Year of Contract (FY 09)	83,675	4.40%	3.09%	1.06%	0.25%

Percent Increase (Annualized Basis)

	Salary	Total	General Wage Increase	Annual Increments	Other
Prior to Contract	\$73,414				
1st Year of Contract (FY 06)	73,414	0.00%	0.00%	0.00%	0.00%
2nd Year of Contract (FY 07)	78,036	6.30%	2.96%	2.75%	0.59%
3rd Year of Contract (FY 08)	83,339	6.80%	2.96%	1.97%	1.87%
4th Year of Contract (FY 09)	87,696	5.23%	3.21%	1.69%	0.33%

Cost Summary Data (Estimated):

	Prior to Contract	At End of Contract Annualized	Percent Increase (4 years)
Salaries[1]	\$ 5,799,700	\$ 6,929,284	19.5%
Fringe Benefits[2]	<u>1,846,000</u>	<u>2,040,401</u>	10.5%
Total	\$ 7,645,700	\$ 8,969,685	17.3%

4.07% average per year (compounded)

[1] Salaries include base salary and longevity payments.

[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 06 [1]	FY 07 [1]	FY 08 [1]	FY 09 [1]	FY 09 Annualized [1]
First Year (FY 06)					
No Salary Increase	\$ -	\$ -	\$ -	\$ -	\$ -
Total First Year	\$ -	\$ -	\$ -	\$ -	\$ -
Second Year (FY 07)					
3% General Wage Increase Effective 6/23/06 (25 pay periods)		\$ 165,000	\$ 171,600	\$ 171,600	\$ 171,600
Annual Increments		104,500	159,700	159,700	159,700
Impact of General Wage Increase on Longevity		2,391	2,391	2,391	2,391
Additional 3% Step Added to the Top of the Salary Range Effective 6/23/06 (25 pay periods)		22,100	32,000	32,000	32,000
Total Second Year		\$ 293,991	\$ 365,691	\$ 365,691	\$ 365,691
Third Year (FY 08)					
3% General Wage Increase Effective 6/22/07 (25 pay periods)			\$ 175,549	\$ 182,571	\$ 182,571
Annual Increments, Delayed Six Months			22,400	118,700	121,500
Impact of General Wage Increase on Longevity			2,463	2,463	2,463
Additional Employees Receiving Step Added in FY 07			8,500	45,700	46,700
2.5% Increase to the Step Added in FY 07 Effective 6/22/07 (25 pay periods)			32,700	64,500	66,400
Total Third Year			\$ 241,612	\$ 413,933	\$ 419,633
Fourth Year (FY 09)					
3.25% General Wage Increase Effective 6/20/08 (25 pay periods)				\$ 203,291	\$ 211,423
Annual Increments				70,000	111,000
Impact of General Wage Increase on Longevity				2,537	2,537

Contract Items	FY 06 [1]	FY 07 [1]	FY 08 [1]	FY 09 [1]	FY 09
					Annualized [1]
Additional Employees Receiving Step Added in FY 07				13,700	19,300
Total Fourth Year				\$ 289,528	\$ 344,260
Total Contract Items	\$ -	\$ 293,991	\$ 607,303	\$ 1,069,152	\$ 1,129,584
Social Security Costs	-	22,490	46,459	81,790	86,413
Total Cost of Contract	\$ -	\$ 316,481	\$ 653,761	\$ 1,150,943	\$ 1,215,997
Estimated General Fund Costs	\$ -	\$ 307,382	\$ 634,954	\$ 1,117,795	\$ 1,180,980

[1] This cost analysis is based on annual costs equaling the payment of 26 payrolls.

Note: This award changes the vacation accrual rate for employees with 10 years of service. In the previous contract, employees received 15 vacation days per year until they achieved 20 years of service. At 20 years of service, employees could accrue 20 vacation days per year. This award allows employees to accrue 20 vacation days per year after 10 years of service. This change could potentially result in lost productivity or some additional payment on termination if employees do not use additional vacation time awarded.

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

House Favorable

Yea 33 Nay 0 (04/11/2006)