



House of Representatives

General Assembly

File No. 601

February Session, 2006

House Resolution No. 31

House of Representatives, April 21, 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 A COLLECTIVE BARGAINING AGREEMENT BETWEEN THE STATE OF CONNECTICUT AND THE AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES.

Resolved by this House:

- 1 That the collective bargaining agreement between the State of
- 2 Connecticut and the American Federation of State, County and
- 3 Municipal Employees (AFSCME), Social and Human Services (P-2)
- 4 Bargaining Unit, effective July 1, 2006, to June 30, 2009, inclusive,
- 5 submitted to this assembly March 31, 2006, for approval, as provided
- 6 in 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 07 \$	FY 08 \$	FY 09 \$
Various State Agencies	All Funds - Cost	11,282,997	23,532,802	35,537,035
Various State Agencies	GF - Cost	10,038,482	20,937,134	31,617,300
Various State Agencies	Workers' Compensation Fund, and Soldiers, Sailors and Marines' Fund - Cost	29,336	61,185	92,396

Note: GF=General Fund

Municipal Impact: None

Explanation

This collective bargaining agreement for the Social and Human Services (P-2) bargaining unit is submitted for approval for the three-year period July 1, 2006 through June 30, 2009. Costs shown above are for the 3,799 all funds full-time employees covered by this contract, including approximately 3,380 General Fund full-time employees. This bargaining unit includes five employees funded by the Worker's Compensation Fund and five employees funded by the Soldier's, Sailor's and Marine's Fund. The estimated annualized FY 09 cost of this agreement is \$37,322,412 for all funds, of which \$33,205,750 is for the General Fund, and \$97,038 for the Workers' Compensation and Soldier's, Sailor's and Marine's Fund. Cost details are attached.

This agreement 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 agreement.

Cost Estimate of Agreement

All Funds

Social and Human Services (P-2) Bargaining Unit

Agencies Affected: Various

Term of Contract: Three years, July 1, 2006 through June 30, 2009

Number of Full-Time Employees Affected by Contract:

3,380 General Fund
 5 Worker's Compensation Fund
 5 Soldier's, Sailor's and Marine's Fund
409 Other Non-Appropriated Funds
3,799 Total

Average Full-Time Salary Data:

Percent Increase (Cash Basis)

	Salary	Total	General Wage Increase	Annual Increments	Other
Prior to Contract	\$60,945				
1st Year of Contract (FY 07)	63,454	4.12%	2.86%	0.63%	0.63%
2nd Year of Contract (FY 08)	65,656	3.47%	2.85%	0.51%	0.11%
3rd Year of Contract (FY 09)	67,849	3.34%	2.85%	0.41%	0.08%

Percent Increase (Annualized Basis)

	Salary	Total	General Wage Increase	Annual Increments	Other
Prior to Contract	\$60,945				
1st Year of Contract (FY 07)	63,966	4.96%	2.98%	1.35%	0.63%
2nd Year of Contract (FY 08)	66,626	4.16%	2.96%	1.09%	0.11%
3rd Year of Contract (FY 09)	69,244	3.93%	2.96%	0.89%	0.08%

Cost Summary Data (Estimated):

	Prior to Contract	At End of Contract Annualized	Percent Increase (3 years)
Salaries[1]	\$231,529,337	\$263,047,347	13.6%
Fringe Benefits[2]			
Value of Current Items	80,818,645	86,246,046	
Negotiated Improvements	-	60,000	
Total Fringe Benefits	80,818,645	86,306,046	6.8%
Total	\$312,347,982	\$349,353,393	11.8%

3.8% average per year (compounded)

[1] Salaries include base salary, longevity payments, and shift and weekend differentials, on-call/standby pay, holiday premium pay, auto usage fees and Duty Officer pay.

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

Detail of Cost Estimates
All Funds

Contract Items	FY 07 [1]	FY 08 [1]	FY 09 [1]	FY 09 Annualized [1]
First Year (FY 07)				
3% General Wage Increase Effective 6/23/06 (25 pay periods)	\$ 6,630,208	\$ 6,895,416	\$ 6,895,416	\$ 6,895,416
Annual Increments	1,455,200	3,133,100	3,133,100	3,133,100
Establish \$750 Lump Sum Bonus for Employees at Maximum	1,443,000	1,443,000	1,443,000	1,443,000
Establish Duty Officer Premium for Central Operations Post	4,500	4,500	4,500	4,500
Increase Tuition Fund from \$200,000 to \$220,000	20,000	20,000	20,000	20,000
Total First Year	\$ 9,552,908	\$ 11,496,016	\$ 11,496,016	\$ 11,496,016
Second Year (FY 08)				
3% General Wage Increase Effective 6/22/07 (25 pay periods)		\$ 6,919,621	\$ 7,196,406	\$ 7,196,406
Annual Increments		1,228,900	2,650,400	2,650,400
\$750 Lump Sum Bonus to Employees at Maximum (Additional Employees)		249,000	249,000	249,000
Increase Night Shift Differential from \$0.75 to \$0.80 per hour Effective 6/22/07 (25 pay periods)		10,481	10,900	10,900
Increase Tuition Fund from \$220,000 to \$240,000		20,000	20,000	20,000
Total Second Year		\$ 8,428,002	\$ 10,126,706	\$ 10,126,706
Third Year (FY 09)				
3% General Wage Increase Effective 6/20/08 (25 pay periods)			\$ 7,203,978	\$ 7,492,138
Annual Increments			1,036,900	2,239,200
\$750 Lump Sum Bonus to Employees at Maximum (Additional Employees)			200,250	200,250

Contract Items	FY 07 [1]	FY 08 [1]	FY 09 [1]	FY 09 Annualized [1]
Increase Weekend Differential fro \$0.50 to \$0.55 per hour Effective 6/20/08 (25 pay periods)			3,558	3,700
Increase Tuition Fund from \$240,000 to \$260,000			20,000	20,000
Total Third Year			\$ 8,464,686	\$ 9,955,288
Total Contract Items	\$ 9,552,908	\$ 19,924,018	\$ 30,087,408	\$ 31,578,010
Impact on Part-Time and Overtime	\$ 929,700	\$ 1,939,300	\$ 2,928,500	\$ 3,096,400
Social Security Costs	800,389	1,669,484	2,521,127	2,648,002
Total Cost of Contract	\$ 11,282,997	\$ 23,532,802	\$ 35,537,035	\$ 37,322,412
Estimated General Fund Cost	\$ 10,038,482	\$ 20,937,134	\$ 31,617,300	\$ 33,205,750
Other Appropriated Funds	\$ 29,336	\$ 61,185	\$ 92,396	\$ 97,038

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

Note: This contract allows the state and the union to negotiate new on-call/standby programs. New programs may be implemented without further legislative approval. The rates would be at the rates already established for existing programs.

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 37 Nay 0 (04/18/2006)