



House of Representatives

General Assembly

File No. 620

February Session, 2006

House Resolution No. 35

House of Representatives, April 24, 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 STATE OF CONNECTICUT AND THE
CONNECTICUT STATE EMPLOYEES ASSOCIATION.***

Resolved by this House:

- 1 That the arbitration award between the State of Connecticut and the
- 2 Connecticut State Employees Association, (P-3B) Education
- 3 Professionals Bargaining Unit, issued by the arbitrator March 27, 2006,
- 4 and submitted to this assembly for approval April 3, 2006, as provided
- 5 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 06 \$	FY 07 \$	FY 08 \$
Dept. of Mental Retardation; Dept. of Correction; Dept. of Children & Families; Bd. of Education & Services for the Blind; and Bureau of Rehabilitative Services	All Funds - Cost	0	1,677,465	5,272,420
Same as Above	GF - Cost	0	1,358,243	4,269,079

Note: GF=General Fund

Municipal Impact: None

Explanation

This arbitration award for the Education Professions’ (P-3B) bargaining unit is submitted for approval for the four-year period July 1, 2005 through June 30, 2009. Costs shown above are for the 839 all funds employees covered by this contract, including approximately 679 General Fund employees. The estimated FY 09 cost of this award is \$8,684,281 for all funds, of which \$7,031,662 is for the General Fund. The estimated annualized FY 09 cost is \$9,342,083 for all funds, of which \$7,564,285 is for the General Fund. Cost details 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

Education Professions' (P-3B) Bargaining Unit

Agencies Affected: Department of Mental Retardation, Department of Correction, Bureau of Rehabilitative Services, Department of Children and Families, and the Board of Education and Services for the Blind

Term of Contract: Four years, July 1, 2005 through June 30, 2009

Number of Employees Affected by Contract:

679 General Fund
160 Other Funds
839 Total

Average Full-Time Salary Data:

Percent Increase (Cash Basis)

	Salary	Total	General Wage Increase	Annual Increments	Other
Prior to Contract	\$ 65,309				
1st Year of Contract (FY 06)	65,309	0.00%	0.00%	0.00%	0.00%
2nd Year of Contract (FY 07)	67,137	2.80%	2.74%	0.05%	0.01%
3rd Year of Contract (FY 08)	69,560	3.61%	2.74%	0.87%	0.00%
4th Year of Contract (FY 09)	72,338	3.99%	3.25%	0.74%	0.00%

Percent Increase (Annualized Basis)

	Salary	Total	General Wage Increase	Annual Increments	Other
Prior to Contract	\$ 65,309				
1st Year of Contract (FY 06)	65,309	0.00%	0.00%	0.00%	0.00%
2nd Year of Contract (FY 07)	68,607	5.05%	2.96%	2.08%	0.01%
3rd Year of Contract (FY 08)	71,882	4.77%	2.97%	1.80%	0.00%
4th Year of Contract (FY 09)	75,460	4.98%	3.46%	1.52%	0.00%

Cost Summary Data (Estimated):

	Prior to Contract	At End of Contract Annualized	Percent Increase (4 years)
Salaries[1]	\$ 54,794,426	\$ 63,304,527	15.5%
Fringe Benefits[2]			
Current Items	\$ 18,587,900	\$ 20,053,340	
Arbitrated Improvements	-	-	
Total Fringe Benefits	\$ 18,587,900	\$ 20,053,340	7.9%
Total	\$ 73,382,326	\$ 83,357,867	13.6%

3.23% average per year (compounded)

[1] Salaries include base salary, longevity payments, shift differentials, auto usage fees, lump sum payments for 12-month teachers, and meal allowance.

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

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 Wage Increases	\$ -	\$ -	\$ -	\$ -	\$ -
Total First Year	\$ -	\$ -	\$ -	\$ -	\$ -
Second Year (FY 07)					
3% General Wage Increase Effective 7/7/06 (24 pay periods)		\$ 1,498,895	\$ 1,623,803	\$ 1,623,803	\$ 1,623,803
Annual Increments, Delayed Six Months		26,200	1,098,300	1,140,000	1,140,000
Increase Vehicle Usage Fee from \$4.25 to \$4.50 per Day on 7/1/06		2,000	2,000	2,000	2,000
Increase Shift Differential from \$0.65 to \$0.75 per Hour		867	902	902	902
Increase Weekend Differential from \$0.40 to \$0.50 per Hour		96	100	100	100
Total Second Year		\$ 1,528,058	\$ 2,725,104	\$ 2,766,804	\$ 2,766,804
Third Year (FY 08)					
3% General Wage Increase Effective 7/6/07 (24 pay periods)			\$ 1,575,514	\$ 1,706,807	\$ 1,706,807
Annual Increments			501,300	1,034,000	1,034,000
Increase Shift Differential from \$0.75 to \$0.85 per Hour			832	902	902
Increase Weekend Differential from \$0.50 to \$0.60 per Hour			92	100	100
Total Third Year			\$ 2,077,739	\$ 2,741,809	\$ 2,741,809
Fourth Year (FY 09)					
3.5% General Wage Increase Effective 7/1/08 (24.4 pay periods)				\$ 1,958,793	\$ 2,087,238
Annual Increments				443,300	914,100

Contract Items	FY 09				Annualized [1]
	FY 06 [1]	FY 07 [1]	FY 08 [1]	FY 09 [1]	
Increase Weekend Differential from \$0.60 to \$0.75 per Hour				138	150
Increase EMT Stipend from \$400 to \$475 Effective 10/1/08				Minimal	Minimal
Total Fourth Year				\$ 2,402,231	\$ 3,001,488
Total Contract Items	\$ -	\$ 1,528,058	\$ 4,802,843	\$ 7,910,844	\$ 8,510,101
Impact on Part-time and Overtime	-	30,200	94,900	156,300	168,100
Social Security Costs	-	119,207	374,677	617,137	663,882
Total Cost of Contract	\$ -	\$ 1,677,465	\$ 5,272,420	\$ 8,684,281	\$ 9,342,083
Estimated General Fund Costs	\$ -	\$ 1,358,243	\$ 4,269,079	\$ 7,031,662	\$ 7,564,285

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

Note: The Union is proposing to allow an additional 250 hours in FY 07 and 250 hours in FY 09 for delegates to the CSEA convention. The total value of these hours at straight time is approximately \$18,600.

OFA Bill Analysis

HR 35

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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 35 Nay 0 (04/19/2006)