



# Senate

General Assembly

**File No. 383**

*February Session, 2006*

Senate Resolution No. 14

*Senate, April 5, 2006*

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 BOARD FOR STATE ACADEMIC AWARDS AND CHARTER OAK STATE COLLEGE PROFESSIONAL BARGAINING UNIT.***

Resolved by the Senate:

1 That the collective bargaining agreement between the Board for  
2 State Academic Awards, Charter Oak State College and Connecticut  
3 Distance Learning Consortium, and Charter Oak State College  
4 Professional Bargaining Unit, AFSCME, Local 1214 of Council 4, AFL-  
5 CIO, effective July 1, 2006, to June 30, 2010, inclusive, signed by the  
6 parties March 6, 2006, and submitted to this assembly March 15, 2006,  
7 for approval, as provided in subsection (b) of section 5-278 of the  
8 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:

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### **OFA Fiscal Note**

#### **State Impact:**

<b>Agency Affected</b>	<b>Fund-Effect</b>	<b>FY 07 \$</b>	<b>FY 08 \$</b>	<b>FY 09 \$</b>
Charter Oak College	All Funds - Cost	142,784	341,359	554,260
Charter Oak College	GF - Cost	53,538	128,078	208,029

Note: All Funds=All Funds; GF=General Fund

**Municipal Impact:** None

#### **Explanation**

This collective bargaining agreement for the Charter Oak Professional Employees' bargaining unit is submitted for approval for the four-year period July 1, 2006 through June 30, 2010. It includes a FY 07 reopener and three new contract years. Costs shown above are for the 51 all funds full-time employees covered by this contract, including approximately 19 General Fund full-time employees. The estimated FY 10 cost of this agreement is \$773,626 for all funds, of which \$290,373 is for the General Fund. The estimated annualized FY 10 cost is \$829,413 for all funds, of which \$311,305 is for the General Fund. Details of the costs are attached.

This agreement provides wage increases that are in line with increases for other collective bargaining agreements and arbitration awards for the same time period. This bargaining unit is the second to settle for FY 10. The governor's FY 07 recommended midterm budget adjustments include funding in the Reserve for Salary Adjustments account to cover the cost of this agreement.

### **Cost Estimate of Agreement**

#### **All Funds**

Charter Oak Professional Employees' Bargaining Unit  
 Agency Affected: Charter Oak College  
 Term of Contract: Four years, July 1, 2006 through June 30, 2010  
 Number of Full-Time Employees Affected by Contract:

19 General Fund  
32 Other Funds  
**51 Total**

**Average Full-Time Salary Data:**

	Salary	Percent Increase (Cash Basis)			
		Total	General Wage Increase	Annual Increment	Other
Prior to Contract	\$ 55,463				
Reopener (FY 07)	57,746	4.12%	2.84%	1.16%	0.12%
1st Year of Contract (FY 08)	60,037	3.97%	2.78%	1.12%	0.07%
2nd Year of Contract (FY 09)	62,455	4.03%	2.85%	1.09%	0.09%
3rd Year of Contract (FY 10)	64,943	3.98%	2.85%	1.04%	0.09%

	Salary	Percent Increase (Annualized Basis)			
		Total	General Wage Increase	Annual Increment	Other
Prior to Contract	\$ 55,463				
Reopener (FY 07)	58,557	5.58%	2.96%	2.50%	0.12%
1st Year of Contract (FY 08)	61,755	5.46%	2.96%	2.43%	0.07%
2nd Year of Contract (FY 09)	65,095	5.41%	2.97%	2.35%	0.09%
3rd Year of Contract (FY 10)	68,560	5.32%	2.97%	2.26%	0.09%

**Cost Summary Data (Estimated):**

	At End	Percent
Prior to Contract	of Contract Annualized	Increase (four years)

Salaries[1]	\$ 2,828,600	\$ 3,496,572	23.6%
Fringe Benefits[2]			
Value of Current Items	\$ 1,039,300	\$ 1,154,329	
Negotiated Improvements	_____ -	_____ 1,500	
Total Fringe Benefits	\$ 1,039,300	\$ 1,155,829	11.2%
Total	\$ 3,867,900	\$ 4,652,401	20.3%

4.73% average per year (compounded)

[1] Salaries include base salary, longevity payments, merit pool, and IT on-call stipends.

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

## Detail of Cost Estimates

### All Funds

Contract Items	FY 07[1]	FY 08[1]	FY 09[1]	FY 10[1]	Annualized FY 10[1]
<b>Reopener (FY 07)</b>					
3% General Wage Increase Effective 6/23/06 (25 pay periods)	\$ 80,313	\$ 83,847	\$ 83,847	\$ 83,847	\$ 83,847
2.65% Annual Increment Effective 12/22/06 (12 pay periods)	32,679	70,805	70,805	70,805	70,805
Longevity Pay Increase	800	800	800	800	800
Merit Pool Increase	395	395	395	395	395
\$750 Lump Sum Payment for Employees at Maximum	2,250	2,250	2,250	2,250	2,250
<b>Total First Year</b>	<b>\$ 116,437</b>	<b>\$ 158,097</b>	<b>\$ 158,097</b>	<b>\$ 158,097</b>	<b>\$ 158,097</b>
<b>First Year (FY 08)</b>					
3% General Wage Increase Effective 7/1/07 (24.4 pay periods)		\$ 82,939	\$ 88,522	\$ 88,522	\$ 88,522
2.65% Annual Increment Effective 12/21/07 (12 pay periods)		33,448	72,471	72,471	72,471
Longevity Pay Increase		800	800	800	800
Merit Pool Increase		417	417	417	417
Increase IT On-Call Stipend from \$1,500 to \$1,800		900	900	900	900
Increase Tuition Fund from \$6,500 to \$7,500		1,000	1,000	1,000	1,000
<b>Total First Year</b>		<b>\$ 119,504</b>	<b>\$ 164,110</b>	<b>\$ 164,110</b>	<b>\$ 164,110</b>
<b>Second Year (FY 09)</b>					
3% General Wage Increase Effective 6/20/08 (25 pay periods)			\$ 89,823	\$ 93,416	\$ 93,416
2.65% Annual Increment Effective 12/19/08 (12 pay periods)			34,202	74,103	74,103
Longevity Pay Increase			900	900	900
Merit Pool Increase			441	441	441
\$750 Lump Sum for Employees at Maximum (Additional Employees)			1,500	1,500	1,500
<b>Total Second Year</b>			<b>\$ 126,865</b>	<b>\$ 170,360</b>	<b>\$ 170,360</b>
<b>Third Year (FY 10)</b>					

<b>Contract Items</b>	<b>FY 07[1]</b>	<b>FY 08[1]</b>	<b>FY 09[1]</b>	<b>FY 10[1]</b>	<b>Annualized FY 10[1]</b>
3% General Wage Increase Effective 6/19/09 (25 pay periods)				\$ 94,694	\$ 98,482
2.65% Annual Increment Effective 12/18/09 (12 pay periods)				34,573	74,908
Longevity Pay Increase				900	900
Merit Pool Increase				466	466
\$750 Lump Sum for Employees at Maximum (Additional Employees)				750	750
Increase IT On-Call Stipend from \$1,800 to \$2,100				900	900
Increase Tuition Fund from \$7,500 to \$8,000				500	500
<b>Total Third Year</b>				<b>\$ 132,782</b>	<b>\$ 176,905</b>
<b>Total Reopener and Contract Items</b>	<b>\$ 116,437</b>	<b>\$ 277,601</b>	<b>\$ 449,072</b>	<b>\$ 625,350</b>	<b>\$ 669,472</b>
<b>Impact on Part-Time Employees</b>	<b>16,200</b>	<b>39,500</b>	<b>65,800</b>	<b>93,300</b>	<b>101,000</b>
Social Security Costs	10,147	24,258	39,388	54,977	58,941
<b>Total Cost of Reopener and Contract</b>	<b>\$ 142,784</b>	<b>\$ 341,359</b>	<b>\$ 554,260</b>	<b>\$ 773,626</b>	<b>\$ 829,413</b>
<b>Estimated General Fund Cost</b>	<b>\$ 53,538</b>	<b>\$ 128,078</b>	<b>\$ 208,029</b>	<b>\$ 290,373</b>	<b>\$ 311,305</b>

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

Note: This agreement increases the maximum reimbursement for college tuition from \$115 to \$125 per credit for undergraduate courses and from \$145 to \$155 per credit for graduate courses.

**OFA Bill Analysis**

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***RESOLUTION PROPOSING APPROVAL OF A COLLECTIVE BARGAINING AGREEMENT BETWEEN THE BOARD FOR STATE ACADEMIC AWARDS AND CHARTER OAK STATE COLLEGE PROFESSIONAL BARGAINING UNIT.*****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

Yea 9      Nay 0      03/29/2006