



Senate

General Assembly

File No. 576

February Session, 2006

Senate Resolution No. 26

Senate, April 20, 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 OF TRUSTEES OF THE COMMUNITY-TECHNICAL COLLEGES, THE CONGRESS OF CONNECTICUT COMMUNITY COLLEGES AND THE AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES, LOCAL 2480.

Resolved by the Senate:

- 1 That the collective bargaining agreement between the Board of
- 2 Trustees of the Community-Technical Colleges, the Congress of
- 3 Connecticut Community Colleges and the American Federation of
- 4 State, County and Municipal Employees, Local 2480, concerning a
- 5 wage reopener agreement, submitted to this assembly March 27, 2006,
- 6 for approval, as provided in subsection (b) of section 5-278 of the
- 7 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 07 \$	FY 08 \$
Regional Community-Technical Colleges	All Funds - Cost	4,960,528	5,493,054
Regional Community-Technical Colleges	GF - Cost	4,671,869	5,264,129

Note: GF=General Fund

Municipal Impact: None

Explanation

This wage reopener agreement for the Congress of Connecticut Community Colleges bargaining unit and the Technical College Administrators’ bargaining unit is submitted for approval. Costs shown above are for the 1,257 full-time All Funds employees covered by the contract, including 1,190 employees funded by the General Fund, and 67 employees funded by the agency’s Operating Fund. Details of the costs are attached.

This agreement amends the existing collective bargaining agreement, which is effective through June 30, 2007. This reopener 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 cost of this agreement.

Cost Estimate of Agreement

All Funds

Congress of Connecticut Community Colleges Bargaining Unit
 Agency Affected: Regional Community-Technical Colleges

Period of Reopener: FY 07 (Contract period is July 1, 2002 through June 30, 2007)

Number of Full-Time Employees Affected by Reopener:

1,131	General Fund
63	Other Funds
1,194	All Funds

Average Full-Time Salary Data:

Percent Increase (Cash Basis)

	Salary	Total	General Wage Increase	Annual Increment	Other
Prior to Reopener	\$ 64,021				
FY 07	67,643	5.66%	2.49%	2.06%	1.11%

Percent Increase (Annualized Basis)

	Salary	Total	General Wage Increase	Annual Increment	Other
Prior to Reopener	\$ 64,021				
FY 07	68,053	6.30%	2.89%	2.39%	1.02%

Cost Summary Data (Estimated):

	Prior to Contract	End of Contract (Annualized)	Percent Increase (one year)
Salaries [1]	\$ 76,440,897	\$ 81,255,632	6.30%
Fringe Benefits [2]			
Value of Current Items	\$ 26,274,734	\$ 27,103,832	
Negotiated Improvements	-	<u>41,143</u>	
Total Fringe Benefits	\$ 26,274,734	\$ 27,144,975	3.31%
Total Salaries and Benefits	\$ 102,715,631	\$ 108,400,607	5.53%

[1] Salaries include base salary, longevity payments, and department chair/program coordinator payments.

[2] Fringe Benefits include Social Security, normal cost of pension contributions, health insurance, life insurance, Professional Development, Retraining, Computer Literacy Training, Sabbatical Leave, Minority Fellowship Program, Allied Health Clinical Uniforms, Nursing/Dental Course Leaders, and Nursing Leave.

Detail of Cost Estimate

All Funds

Reopener Items	FY 07[1]	FY 07 Annualized[1]
FY 07 Reopener		
3% General Wage Increase Effective 7/21/06 (23 pay periods)	\$ 1,906,134	\$ 2,205,863
Annual Increments	1,578,025	1,826,655
Lump Sum Payment for Employees at Maximum (Payment Ranges from \$1,000 to \$1,500 Based on Title/Salary Grade)	213,100	-
\$1,000 for Each Employee at Maximum Added to Promotions Fund	-	147,000
Promotions Fund of .6% of Wages	441,593	441,593
Grievance/Equity Fund of .07% of Wages	51,519	51,519
5% Increase in Longevity Payments	59,831	59,831
5% Increase for Program Coordinator/Department Chair	82,274	82,274
5% Increase in the following Non-Wage Accounts:		
Professional Development	15,194	15,194
Computer Literacy Training Program	4,558	4,558
Sabbatical Leave	3,039	3,039
Minority Fellowship Program	7,345	7,345
Retraining Fund	4,558	4,558
Allied Health Clinical Uniforms	615	615
Nursing and Dental Course Leaders	3,403	3,403
Nursing Leave	2,431	2,431
Total FY 07 Reopener Items	\$ 4,373,619	\$ 4,855,878
Social Security	331,434	357,082
Total Cost of Reopener - All Funds	\$ 4,705,054	\$ 5,212,960
Estimated General Fund Cost	\$ 4,432,518	\$ 4,997,522

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

[2] The effective dates of contract items refer to 12 month employees. Employees on a 10 month schedule receive the increases one pay period later.

Cost Estimate of Agreement

All Funds

Technical College Administrators' Bargaining Unit
 Agency Affected: Regional Community-Technical Colleges
 Period of Reopener: FY 07 (Contract period is July 1, 2002 through June 30, 2007)

Number of Full-Time Employees Affected by Reopener:

59 General Fund
 4 Other Funds
63 All Funds

Average Full-Time Salary Data:

Percent Increase (Cash Basis)

	Salary	Total	General Wage Increase	Annual Increment	Other
Prior to Reopener	\$ 64,555				
FY 07	68,167	5.60%	2.61%	2.26%	0.73%

Percent Increase (Annualized Basis)

	Salary	Total	General Wage Increase	Annual Increment	Other
Prior to Reopener	\$ 64,555				
FY 07	68,671	6.38%	2.95%	2.55%	0.88%

Cost Summary Data (Estimated):

	Prior to Contract	End of Contract (Annualized)	Percent Increase (one year)
Salaries [1]	\$ 4,066,948	\$ 4,326,295	6.38%
Fringe Benefits [2]			
Value of Current Items	\$ 1,388,928	\$ 1,433,588	
Negotiated Improvements	-	1,367	
Total Fringe Benefits	\$ 1,388,928	\$ 1,434,955	3.31%
Total Salaries and Benefits	\$ 5,455,876	\$ 5,761,250	5.60%

[1] Salaries include base salary and longevity payments.

[2] Fringe Benefits include Social Security, normal cost of pension contributions, health insurance, life insurance, Professional Development, Retraining, Computer Literacy Training, and Sabbatical Leave.

Detail of Cost Estimate
All Funds

Reopener Items	FY 07[1]	FY 07 Annualized[1]
FY 07 Reopener		
3% General Wage Increase Effective 7/21/06 (23 pay periods)	\$ 106,091	\$ 119,925
Annual Increments	91,764	103,727
Lump Sum Payment for Employees at Maximum (Payment Ranges from \$1,000 to \$1,500 Based on Title/Salary Grade)	8,500	-
\$1,000 for Each Employee at Maximum Added to Promotions Fund	-	6,000
Promotions Fund of .6% of Wages	24,063	24,063
Grievance/Equity Fund of .07% of Wages	2,807	2,807
5% Increase in Longevity Payments	2,825	2,825
5% Increase in the following Non-Wage Accounts		
Professional Development	759	759
Computer Literacy Training Program	228	228
Sabbatical Leave	152	152
Retraining Fund	228	228
Total FY 07 Reopener Items	\$ 237,416	\$ 260,713
Social Security	18,058	19,381
Total Cost of Reopener - All Funds	\$ 255,474	\$ 280,094
Estimated General Fund Cost	\$ 239,351	\$ 266,607

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

[2] The effective dates of contract items refer to 12 month employees. Employees on a 10 month schedule receive the increases one pay period later.

OFA Bill Analysis**SR 26**

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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

Yea 10 Nay 0 (04/11/2006)