



House of Representatives

General Assembly

File No. 845

January Session, 2007

House Resolution No. 61

House of Representatives, May 16, 2007

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 CONNECTICUT STATE POLICE UNION.

Resolved by this House:

- 1 That the collective bargaining agreement between the state of
- 2 Connecticut and the Connecticut State Police Union, concerning the
- 3 State Police (NP-1) Bargaining Unit, effective July 1, 2007, to June 30,
- 4 2010, inclusive, submitted to this assembly April 25, 2007, for approval,
- 5 as provided in subsection (b) of section 5-278 of the general statutes, is
- 6 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 chamber thereof for any purpose:

OFA Fiscal Note

State Impact:

Agency Affected	Fund-Effect	FY 08 \$	FY 09 \$
Department of Public Safety	All Funds - Cost	5,211,616	11,467,132
	GF - Cost	5,066,847	11,148,596

Note: GF=General Fund

The Out Years

Agency Affected	Fund-Effect	FY 10 \$	FY 10 \$ Annualized
Department of Public Safety	All Funds - Cost	17,598,721	18,209,521
	GF - Cost	17,109,860	17,703,693

Note: GF=General Fund

Municipal Impact: None

Explanation

This collective bargaining agreement for the State Police (NP-1) bargaining unit is submitted for approval for the three-year period July 1, 2007 through June 30, 2010. Costs shown above are for the 1,181 all funds full-time employees covered by this contract, of which 1,152 are General Fund employees. Cost details are attached.

This agreement provides wage increases that are generally in line with increases in negotiated agreements and arbitrated awards for the same time period. It is anticipated that the Appropriations Committee Budget for the 2007-2009 Biennium (sHB 7077) includes funding in the Reserve for Salary Adjustments account to cover the FY 08 and FY 09 costs of this agreement.

This agreement provides General Wage Increases as follows:

Title	Pay Plan	Step	FY 08	FY 09	FY 10
Trooper/ TFC	SP 1	1	2.00%	3.00%	2.25%
Trooper/ TFC	SP 1	2	2.00%	3.00%	2.25%

Trooper/ TFC	SP 1	3	2.00%	3.00%	2.25%
Trooper/ TFC	SP 1	4	2.00%	3.00%	2.25%
Trooper/ TFC	SP 1	5	2.50%	3.00%	2.50%
Trooper/ TFC	SP 1	6	2.50%	3.00%	2.50%
Trooper/ TFC	SP 1	7	2.50%	3.00%	2.50%
Trooper/ TFC	SP 1	8	2.50%	3.00%	2.50%
Trooper/ TFC	SP 1	9	3.25%	3.00%	3.50%
Trooper/ TFC	SP 1	10	3.25%	3.00%	3.50%
Trooper/ TFC	SP 1	11	3.25%	3.00%	3.50%
Sergeant/Master Sergeant	SP 3, SP 4		3.50%	3.00%	3.50%

This contract also includes a memorandum of agreement that reallocates unused stress management funds from the current contract to (1) pay for tuition reimbursement purposes to settle a grievance, and (2) to provide lump-sum payments of \$2,500 to eight employees, and \$1,250 to 29 employees to settle another grievance. No additional funds are required.

Cost Estimate of Agreement

All Funds

State Police (NP-1) Bargaining Unit
 Agency Affected: Department of Public Safety
 Term of Contract: Three years, July 1, 2007 through June 30, 2010
 Number of Full-Time Employees Affected by Contract:

1,181	General Fund
71	Other Funds
<u>1,152</u>	Total

Average Full-Time Salary Data:

		Percent Increase (Cash Basis)			
		General			
	Salary	Total	Wage Increase	Annual Increments	Other Increases
Prior to Contract	\$68,306				
1st Year of Contract (FY 08)	71,677	4.93%	2.68%	1.97%	0.27%
2nd Year of Contract (FY 09)	74,788	4.34%	2.68%	1.51%	0.15%
3rd Year of Contract (FY 10)	78,095	4.42%	2.91%	1.36%	0.15%

		Percent Increase (Annualized Basis)			
		General			
	Salary	Total	Wage Increase	Annual Increments	Other Increases
Prior to Contract	\$68,306				
1st Year of Contract (FY 08)	72,565	6.23%	2.79%	3.16%	0.28%
2nd Year of Contract (FY 09)	76,299	5.15%	2.79%	2.20%	0.16%
3rd Year of Contract (FY 10)	80,068	4.94%	3.03%	1.76%	0.15%

Cost Summary Data (Estimated):

	Prior to Contract	At End of Contract Annualized	Percent Increase (3 years)
Salaries[1]	\$ 80,669,912	\$ 94,551,341	17.2%
Fringe Benefits[2]			
Value of Current Items	\$ 27,135,441	\$ 29,498,060	
Negotiated Improvements	-	15,000	
Total Fringe Benefits	\$ 27,135,441	\$ 29,513,060	8.8%
Total	\$ 107,805,353	\$ 124,064,401	15.1%

4.8% average per year (compounded)

[1] Salaries include base salary, longevity payments, hazardous duty pay, shift differentials, Canine Care and Resident Trooper stipends, and meal reimbursements.

[2] Fringe Benefits include Social Security, normal cost of pension contributions, health insurance, life insurance, accidental death and dismemberment insurance, Tuition Reimbursement Fund, Training Fund, and Joint Labor Management Committee Fund (Stress Management Fund).

Detail of Cost Estimates All Funds

Contract Items	FY 08 [1]	FY 09 [1]	FY 10 [1]	FY 10 Annualized [1]
First Year (FY 08)				
2%-3.5% General Wage Increase Effective 6/22/07 (25 pay periods)	\$ 2,161,220	\$ 2,247,657	\$ 2,247,657	\$ 2,247,657
Annual Increments	1,590,139	2,547,542	2,547,542	2,547,542
3% Canine Care Increase	10,820	11,253	11,253	11,253
3% Meal Reimbursement Increase	115,185	119,792	119,792	119,792
\$500 Non-Uniformed Cleaning Stipend	95,000	95,000	95,000	95,000
Increase Tuition Reimbursement Fund from \$50,000 to \$80,000	30,000	30,000	30,000	30,000
Decrease in Joint Labor Management Committee Fund from \$53,354 to \$23,354	(30,000)	(30,000)	(30,000)	(30,000)
Increase Training Fund from \$20,000 to \$25,000	5,000	5,000	5,000	5,000
Total First Year	\$ 3,977,365	\$ 5,026,244	\$ 5,026,244	\$ 5,026,244
Second Year (FY 09)				
3% General Wage Increase Effective 6/20/08 (25 pay periods)		\$ 2,297,291	\$ 2,389,171	\$ 2,389,171
Annual Increments		1,292,848	1,885,833	1,885,833
3% Canine Care Increase		11,145	11,591	11,591
3% Meal Reimbursement Increase		118,640	123,386	123,386
Increase Training Fund from \$25,000 to \$30,000		5,000	5,000	5,000
Total Second Year		\$ 3,724,924	\$ 4,414,981	\$ 4,414,981
Third Year (FY 10)				
2.25%-3.5% General Wage Increase Effective 6/19/09 (25 pay periods)			\$ 2,621,737	\$ 2,726,598
Annual Increments			1,228,782	1,584,580
3% Canine Care Increase			11,479	11,938
3% Meal Reimbursement Increase			122,200	127,088
Increase Training Fund from \$30,000 to \$35,000			5,000	5,000
Total Third Year			\$ 3,989,197	\$ 4,455,204
Total Contract Items	\$ 3,977,365	\$ 8,751,168	\$ 13,430,422	\$ 13,896,429
Impact on non-HCP Overtime[2]	864,250	1,901,778	2,918,736	3,020,123
Social Security Costs	370,001	814,185	1,249,563	1,292,969
Total Cost of Contract	\$ 5,211,616	\$ 11,467,132	\$ 17,598,721	\$ 18,209,521
Estimated General Fund Cost	\$ 5,066,847	\$ 11,148,596	\$ 17,109,860	\$ 17,703,693

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

[2] Highway Construction Project (HCP) overtime is not included because it is federally reimbursable.

Notes:

1. If the payment for the pay period of 6/3/10 - 6/16/10 is posted on the last day of the fiscal year instead of 7/1/10, there will be an additional cash cost in FY 11 equal to 1/26th of the FY 11 annualized cost of base pay increases.

2. This contract also provides each trooper one paid leave day to be used for training purposes in each year of the contract. The Department of Public Safety has indicated that one day of paid training per year is already provided but it is not recorded formally under the current contract.

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 32 Nay 0 (05/09/2007)