



# House of Representatives

General Assembly

**File No. 880**

*January Session, 2007*

House Resolution No. 63

*House of Representatives, May 29, 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 House Committee makes no recommendation and the that the resolution is favorably reported pursuant to Joint Rule 31.

***RESOLUTION PROPOSING APPROVAL OF AN ARBITRATION AWARD BETWEEN THE BOARD OF TRUSTEES OF COMMUNITY-TECHNICAL COLLEGES AND THE CONGRESS OF CONNECTICUT COMMUNITY COLLEGES AND AFSCME, LOCAL 2480, COUNCIL 4.***

Resolved by this House:

- 1 That the arbitration award between the Board of Trustees of
- 2 Community-Technical Colleges and the Congress of Connecticut
- 3 Community Colleges and AFSCME, Local 2480, Council 4, issued by
- 4 the arbitrator on April 16, 2007, and submitted to this assembly for
- 5 approval May 3, 2007, as provided in subsection (b) of section 5-278 of
- 6 the general statutes, is approved.

**APP**      *Reported Pursuant to Joint Rule 31*

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 \$
Community-Technical Colleges	GF - Cost	10,202,313	10,294,668

Note: GF=General Fund

**The Out Years**

**State Impact:**

Agency Affected	Fund-Effect	FY 10 \$	FY 10 \$ Annualized
Community-Technical Colleges	GF - Cost	10,588,793	10,621,829

Note: GF=General Fund

**Municipal Impact:** None

**Explanation**

This arbitration award for the Community Colleges Faculty and Technical College Administrators’ bargaining units is submitted for approval for the three-year period July 1, 2007 through June 30, 2010. These bargaining units cover 1,279.6 all funds full-time equivalents. Costs shown above are for the 1,211.5 General Fund full-time equivalents. Cost details are attached.

This award provides these two bargaining units retroactive Annual Increments and lump-sum payments for employees at maximum that they did not receive during a FY 04 wage freeze. As a result, FY 08 cash costs will be significantly higher than the “pattern” of wage-related increases for other arbitrated awards and negotiated agreements for FY 08. The FY 09 and FY 10 wage increases are generally in line with increases in negotiated agreements and arbitrated awards for the same time period.

The Appropriations Committee Budget for the 2007-2009 Biennium (sHB 7077) does not specifically provide funding for the retroactive Annual Increments and lump-sum payments to employees at maximum. These retroactive payments exceed the existing “pattern” of increases for other bargaining units, which have generally been a 3% General Wage Increase plus Annual Increments, by approximately \$5 million. The extent to which the Community-Technical Colleges will be able to absorb any of these additional costs cannot be determined at this time.

**Cost Estimate of Award**

**General Fund**

Community College Faculty Bargaining Unit  
 Agency Affected: Community-Technical Colleges  
 Term of Contract: Three years, July 1, 2007 through June 30, 2010  
 Number of Full-Time Equivalents Affected by Contract:

1,148.8	General Fund
63.1	Other Funds
<u>1,211.9</u>	Total

**Average Full-Time Salary Data:**

**Percent Increase (Cash Basis)**

	Salary	Total	General Wage Increase	Annual Increments and Lump-Sums	Other Increases[1]
Prior to Contract	\$ 68,528				
1st Year of Contract (FY 08)	73,375	7.07%	2.53%	3.79%	0.74%
2nd Year of Contract (FY 09)	77,029	4.98%	2.47%	1.78%	0.73%
3rd Year of Contract (FY 10)	80,762	4.85%	2.45%	1.66%	0.73%

**Percent Increase (Annualized Basis)**

	Salary	Total	General Wage Increase	Annual Increments and Lump-Sums	Other Increases[1]
Prior to Contract	\$ 68,528				
1st Year of Contract (FY 08)	74,091	8.12%	2.93%	4.36%	0.83%
2nd Year of Contract (FY 09)	78,327	5.72%	2.85%	2.05%	0.82%
3rd Year of Contract (FY 10)	82,689	5.57%	2.84%	1.92%	0.82%

[1] Other Increases include longevity, Promotions Fund, Grievance/Change in Duty Fund, and Chair and Program Coordinator Pay.

**Cost Summary Data (Estimated):**

	Prior to Contract	At End of Contract Annualized	Percent Increase (3 years)
Salaries[1]	\$ 78,722,400	\$ 94,999,045	20.7%
Fringe Benefits[2]			
Value of Current Items	27,715,096	30,485,381	
Negotiated Improvements	-	136,191	
Total Fringe Benefits	27,715,096	30,621,572	10.5%
<b>Total</b>	<b>\$ 106,437,496</b>	<b>\$ 125,620,618</b>	<b>18.0%</b>

5.68% average per year (compounded)

[1] Salaries include base salary, longevity, lump-sum payments to employees at maximum, Promotions Fund, Grievance/Change in Duty Fund, and Chair and Program Coordinator Pay, and Part-Time Lecturers (General Fund portion).

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

Notes:

There will also be additional FY 08 costs due to retroactive Annual Increments and lump-sum payments to employees at maximum, payable in a lump-sum. The total lump-sum cost will be \$3,361,153, not including Annual Increments that are annualized. These costs are shown in the table below.

Costs reflect General Fund requirements only.

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**Detail of Cost Estimates**
**General Fund**

Contract Items	FY 08 [1]	FY 09 [1]	FY 10 [1]	FY 10 Annualized [1]
<b>First Year (FY 08)</b>				
Retroactive Annual Increments	\$ 1,348,761	\$ 1,563,212	\$ 1,563,212	\$ 1,563,212
Retroactive Annual Increments Cost Paid in a Lump-Sum	3,126,053	-	-	-
Retroactive Lump-Sum Payments to Employees at Maximum	235,100	-	-	-
3% General Wage Increase	1,965,426	2,277,955	2,277,955	2,277,955
Annual Increments	1,479,872	1,715,213	1,715,213	1,715,213
Lump-Sum Payments to Employees at Maximum	151,684	151,684	151,684	151,684
Increase to Promotions/Grievance/ Change in Duty Fund	430,322	498,749	498,749	498,749
5% Longevity Increase	68,693	68,693	68,693	68,693
5% Department Chair/Program Coordinator Increase	86,387	86,387	86,387	86,387
5% Part Time Lecturers Increase	28,323	28,323	28,323	28,323
5% Increase to Professional Development Fund	15,954	15,954	15,954	15,954
5% Increase to Computer Literacy & Retraining Funds	9,572	9,572	9,572	9,572
5% Increase to Sabbaticals Fund	3,191	3,191	3,191	3,191
5% Increase to Minority Fellowship	7,712	7,712	7,712	7,712
5% Increase to Allied Health Clinical Uniforms	646	646	646	646
5% Increase to Nursing Dental Course Leaders	3,574	3,574	3,574	3,574
5% Increase to Nursing Leave	2,553	2,553	2,553	2,553
<b>Total First Year</b>	<b>\$ 8,963,824</b>	<b>\$ 6,433,419</b>	<b>\$ 6,433,419</b>	<b>\$ 6,433,419</b>

Contract Items	FY 08 [1]	FY 09 [1]	FY 10 [1]	FY 10 Annualized [1]
<b>Second Year (FY 09)</b>				
3% General Wage Increase		\$ 2,070,577	\$ 2,399,795	\$ 2,399,795
Annual Increments		1,459,521	1,691,616	1,691,616
Lump-Sum Payments to Employees at Maximum		54,400	54,400	54,400
Increase to Promotions/Grievance/Change in Duty Fund		462,442	535,977	535,977
5% Longevity Increase		72,127	72,127	72,127
5% Department Chair/Program Coordinator Increase		90,707	90,707	90,707
5% Part Time Lecturers Increase		29,739	29,739	29,739
5% Increase to Professional Development Fund		16,751	16,751	16,751
5% Increase to Computer Literacy & Retraining Funds		10,050	10,050	10,050
5% Increase to Sabbaticals Fund		3,350	3,350	3,350
5% Increase to Minority Fellowship		8,098	8,098	8,098
5% Increase to Allied Health Clinical Uniforms		678	678	678
5% Increase to Nursing Dental Course Leaders		3,752	3,752	3,752
5% Increase to Nursing Leave		2,680	2,680	2,680
<b>Total Second Year</b>		<b>\$ 4,284,872</b>	<b>\$ 4,919,720</b>	<b>\$ 4,919,720</b>
<b>Third Year (FY 10)</b>				
3% General Wage Increase			\$ 2,176,456	\$ 2,522,530
Annual Increments			1,437,115	1,665,245
Lump-Sum Payments to Employees at Maximum			58,700	58,700
Increase to Promotions/Grievance/Change in Duty Fund			486,094	563,390
5% Longevity Increase			75,734	75,734

<b>Contract Items</b>	<b>FY 08 [1]</b>	<b>FY 09 [1]</b>	<b>FY 10 [1]</b>	<b>FY 10 Annualized [1]</b>
5% Department Chair/Program Coordinator Increase			95,242	95,242
5% Part Time Lecturers Increase			31,226	31,226
5% Increase to Professional Development Fund			17,589	17,589
5% Increase to Computer Literacy & Retraining Funds			10,554	10,554
5% Increase to Sabbaticals Fund			3,518	3,518
5% Increase to Minority Fellowship			8,503	8,503
5% Increase to Allied Health Clinical Uniforms			712	712
5% Increase to Nursing Dental Course Leaders			3,940	3,940
5% Increase to Nursing Leave			2,814	2,814
<b>Total Third Year</b>			<b>\$ 4,408,197</b>	<b>\$ 5,059,697</b>
<b>Total Contract Items - General Fund</b>	<b>\$ 8,963,824</b>	<b>\$ 10,718,291</b>	<b>\$ 15,761,337</b>	<b>\$ 16,412,837</b>
Social Security Costs	682,428	813,174	1,195,324	1,245,163
<b>Total Cost of Contract - General Fund</b>	<b>\$ 9,646,251</b>	<b>\$ 11,531,466</b>	<b>\$ 16,956,660</b>	<b>\$ 17,658,000</b>

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

Note: 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.

**Cost Estimate of Award**

**General Fund**

Technical College Administrators' Bargaining Unit  
 Agency Affected: Community-Technical Colleges  
 Term of Contract: Three years, July 1, 2007 through June 30, 2010  
 Number of Full-Time Equivalents Affected by Contract:

62.7	General Fund
5.0	Other Funds
67.7	Total

**Average Full-Time Salary Data:**

**Percent Increase (Cash Basis)**

	Salary	Total	General Wage Increase	Annual Increments and Lump-Sums	Other Increases[1]
Prior to Contract	\$ 67,742				
1st Year of Contract (FY 08)	72,815	7.49%	2.65%	4.18%	0.66%
2nd Year of Contract (FY 09)	76,625	5.23%	2.58%	2.00%	0.65%
3rd Year of Contract (FY 10)	80,428	4.96%	2.56%	1.76%	0.65%

**Percent Increase (Annualized Basis)**

	Salary	Total	General Wage Increase	Annual Increments and Lump-Sums	Other Increases[1]
Prior to Contract	\$ 67,742				
1st Year of Contract (FY 08)	73,464	8.45%	3.00%	4.72%	0.73%
2nd Year of Contract (FY 09)	77,785	5.88%	2.91%	2.24%	0.73%
3rd Year of Contract (FY 10)	82,135	5.59%	2.89%	1.98%	0.72%

[1] Other Increases includes longevity, Promotions Fund, and Grievance/Change in Duty Fund.

**Cost Summary Data (Estimated):**

	Prior to Contract	At End of Contract Annualized	Percent Increase (3 years)
Salaries[1]	\$ 4,247,440	\$ 5,149,488	21.2%
Fringe Benefits[2]			
Value of Current Items	1,447,693	1,601,222	
Negotiated Improvements	<u>          -</u>	<u>      4,524</u>	
Total Fringe Benefits	1,447,693	1,605,745	10.9%
<b>Total</b>	<b>\$ 5,695,133</b>	<b>\$ 6,755,233</b>	<b>18.6%</b>

5.85% average per year (compounded)

[1] Salaries include base salary, longevity, lump-sum payments to employees at maximum, Promotions Fund, and Grievance/Change in Duty Fund.

[2] Fringe Benefits include Social Security, normal cost of pension contributions, health and life Insurance, Professional Development Fund, Computer Literacy Fund, Sabbaticals Fund, and Retraining Fund.

Notes:

There will also be additional FY 08 costs due to retroactive Annual Increments and lump-sum payments to employees at maximum, payable in a lump-sum. The total lump-sum cost will be \$197,200, not including Annual Increments that are annualized. These costs are shown in the table below.

Costs reflect General Fund requirements only.

**Detail of Cost Estimates  
General Fund**

Contract Items	FY 08 [1]	FY 09 [1]	FY 10 [1]	FY 10 Annualized [1]
<b>First Year (FY 08)</b>				
Retroactive Annual Increments Costs	\$ 83,443	\$ 94,327	\$ 94,327	\$ 94,327
Retroactive Annual Increments Cost Paid in a Lump-Sum	188,652	-	-	-
Retroactive Lump-Sum Payments to Employees at Maximum	8,500	-	-	-
3% General Wage Increase	112,558	127,240	127,240	127,240
Annual Increments	91,266	103,168	103,168	103,168
Lump-Sum Payments to Employees at Maximum	2,900	2,900	2,900	2,900
Increase to Promotions/ Grievance/Change in Duty Fund	24,580	27,786	27,786	27,786
5% Longevity Increase	3,314	3,314	3,314	3,314
5% Increase to Professional Development Fund	797	797	797	797
5% Increase to Computer Literacy & Retraining Funds	478	478	478	478
5% Increase to Sabbaticals Fund	159	159	159	159
<b>Total First Year</b>	<b>\$ 516,648</b>	<b>\$ 360,170</b>	<b>\$ 360,170</b>	<b>\$ 360,170</b>
<b>Second Year (FY 09)</b>				
3% General Wage Increase		\$ 118,679	\$ 134,159	\$ 134,159
Annual Increments		83,907	94,850	94,850
Lump-Sums to Employees at Maximum		8,300	8,300	8,300

<b>Contract Items</b>	<b>FY 08 [1]</b>	<b>FY 09 [1]</b>	<b>FY 10 [1]</b>	<b>FY 10 Annualized [1]</b>
Increase to Promotions/ Grievance/Change in Duty Fund		26,504	29,961	29,961
5% Longevity Increase		3,480	3,480	3,480
5% Increase to Professional Development Fund		837	837	837
5% Increase to Computer Literacy & Retraining Funds		502	502	502
5% Increase to Sabbaticals Fund		167	167	167
<b>Total Second Year</b>		<b>\$ 242,377</b>	<b>\$ 272,257</b>	<b>\$ 272,257</b>
<b>Third Year (FY 10)</b>				
3% General Wage Increase			\$ 124,758	\$ 141,026
Annual Increments			82,701	93,487
Lump-Sum Payments to Employees at Maximum			2,900	2,900
Increase to Promotions/ Grievance/Change in Duty Fund			27,861	31,496
5% Longevity Increase			3,654	3,654
5% Increase to Professional Development Fund			879	879
5% Increase to Computer Literacy & Retraining Funds			527	527
5% Increase to Sabbaticals Fund			176	176
<b>Total Third Year</b>			<b>\$ 243,456</b>	<b>\$ 274,145</b>
<b>Total Contract Items - General Fund</b>	<b>\$ 516,648</b>	<b>\$ 602,547</b>	<b>\$ 875,882</b>	<b>\$ 906,571</b>
Social Security Costs	39,414	45,870	66,659	69,007
<b>Total Cost of Contract - General Fund</b>	<b>\$ 556,062</b>	<b>\$ 648,416</b>	<b>\$ 942,541</b>	<b>\$ 975,578</b>

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

Note: 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.

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**OFA Bill Analysis**

**HR 63**

***RESOLUTION PROPOSING APPROVAL OF AN ARBITRATION AWARD BETWEEN THE BOARD OF TRUSTEES OF COMMUNITY-TECHNICAL COLLEGES AND THE CONGRESS OF CONNECTICUT COMMUNITY COLLEGES AND AFSCME, LOCAL 2480, COUNCIL 4.***

**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 Reported Pursuant to Joint Rule 31