



Senate

General Assembly

File No. 81

January Session, 2007

Substitute Senate Bill No. 707

Senate, March 20, 2007

The Committee on Public Safety and Security reported through SEN. STILLMAN of the 20th Dist., Chairperson of the Committee on the part of the Senate, that the substitute bill ought to pass.

AN ACT CONCERNING THE PAY SCALE OF THE STATE POLICE AND MINIMUM QUALIFICATIONS FOR STATE AND MUNICIPAL POLICE OFFICERS.

Be it enacted by the Senate and House of Representatives in General Assembly convened:

1 Section 1. (NEW) (*Effective from passage*) (a) Notwithstanding any
2 provision of chapter 67 of the general statutes or any collective
3 bargaining agreement, no step in a lower class of position of sworn
4 personnel in the Division of State Police shall receive a higher rate of
5 compensation than any step in a higher class of position of such sworn
6 personnel.

7 (b) Not later than June 1, 2007, the Commissioner of Administrative
8 Services shall restructure the existing pay scale of the sworn personnel
9 of the Division of State Police to correct any inequities in accordance
10 with subsection (a) of this section. For purposes of such correction, the
11 commissioner shall increase the compensation of any affected step in
12 the higher class of position.

13 (c) Any sworn member of the state police promoted to the rank of
14 sergeant on or after July 1, 2004, shall receive a retroactive payment,
15 without interest, to compensate the sergeant for the reduced rate of
16 compensation that such sergeant received after attaining the rank of
17 sergeant. The Commissioner of Administrative Services shall provide
18 each such sergeant with a retroactive payment in an amount that is
19 equal to the difference between (1) the total amount of regular
20 compensation that the sergeant received for the period commencing on
21 the effective date of such promotion and ending on May 31, 2007,
22 pursuant to the pay scale in effect for such period, and (2) the total
23 amount of regular compensation such sergeant would have received
24 for such period if the restructured pay scale had been in effect.

25 Sec. 2. Subsection (b) of section 7-294d of the general statutes is
26 repealed and the following is substituted in lieu thereof (*Effective July*
27 *1, 2007*):

28 (b) (1) No person may be employed as a police officer by any law
29 enforcement unit for a period exceeding one year unless [he] such
30 person has been certified under the provisions of subsection (a) of this
31 section or has been granted an extension by the council. No person
32 may serve as a police officer during any period when [his] such
33 person's certification has been cancelled or revoked pursuant to the
34 provisions of subsection (c) of this section. (2) In addition to the
35 requirements of this subsection, the council shall establish minimum
36 qualifications for the employment of police officers and require
37 evidence of fulfillment of such qualifications, including the
38 requirement that each police officer hired on or after July 1, 2007,
39 obtain an associate's degree from an accredited college or university
40 not later than five years after successful completion of such officer's
41 probationary period. The council may establish other qualifications for
42 the employment of police officers and require evidence of fulfillment
43 of [these] such qualifications. (3) The certification of any police officer
44 who is not employed by a law enforcement unit for a period of time in
45 excess of two years, unless such officer is on leave of absence, shall be
46 considered lapsed. Upon reemployment as a police officer, such officer

47 shall apply for recertification in a manner provided by the council. The
 48 council shall certify any applicant who presents evidence of
 49 satisfactory completion of a program or course of instruction in
 50 another state equivalent in content and quality to that required in this
 51 state, provided [he] the applicant passes an examination or evaluation
 52 as required by the council.

53 Sec. 3. Section 29-3a of the general statutes is repealed and the
 54 following is substituted in lieu thereof (*Effective July 1, 2007*):

55 After graduation from the State Police Training Academy, and
 56 before becoming a sworn member of the Division of State Police within
 57 the Department of Public Safety, all state police trainees shall have
 58 received a high school diploma or an equivalent approved by the state
 59 Department of Education. Nothing in this section shall prohibit
 60 prospective state police applicants from being admitted to the State
 61 Police Training Academy without having received either the high
 62 school diploma or equivalent. Each state police officer hired on or
 63 after July 1, 2007, shall obtain an associate's degree from an accredited
 64 college or university not later than five years after successful
 65 completion of such officer's probationary period.

This act shall take effect as follows and shall amend the following sections:		
Section 1	<i>from passage</i>	New section
Sec. 2	<i>July 1, 2007</i>	7-294d(b)
Sec. 3	<i>July 1, 2007</i>	29-3a

Statement of Legislative Commissioners:

Language was added in subsection (b) of section 1 on how the correction is to be made for clarity and to conform with subsection (c) of section 1 and to comply with the intent of the committee.

PS *Joint Favorable Subst.*

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 \$
Public Safety, Dept.; Comptroller Misc. Accounts (Fringe Benefits)	GF - Cost	Significant	Significant

Note: GF=General Fund

Municipal Impact:

Municipalities	Effect	FY 08 \$	FY 09 \$
Municipal Police Departments	Cost	Potential	Potential

Explanation

The bill makes three changes to the salaries and qualifications of certain police personnel: (1) it reconfigures the pay steps for state troopers, sergeants and master sergeants, (2) it provides retroactive payments for sergeants promoted on or after July 1, 2004, and (3) requires all state and municipal police officers hired after July 1, 2007 to have an associate’s degree within five years of completing their probationary period.

(1) Reconfiguring pay steps:

The bill requires the Department of Administrative Services (DAS)¹ to reconfigure the salaries of troopers, sergeants and master sergeants so that no one in a higher grade is paid less than the maximum salary in any lower salary grade. **Table 1** illustrates the current salary ranges for affected state police personnel.

	Low (\$)	High (\$)	# of Positions
Trooper	45,418	73,439	984

¹ As this is a responsibility that DAS currently does not perform, DAS will incur a workload increase to handle this new assignment.

Sergeant	66,077	80,982	174
Master Sergeant	68,001	85,078	14
Lieutenant	68,564	90,585	41
Captain	77,129	101,895	14

The manner in which DAS will adjust the salary ranges is unknown but the cost is anticipated to be significant. For example, under the current salary structure, a newly promoted sergeant would earn a salary of \$66,077; under the reconfigured salary schedule, the same sergeant would earn at least \$73,439, a difference of \$7,362.

In addition, since Lieutenants and Captains have recently been granted permission to form a collective bargaining unit, there would likely be a salary impact for these personnel which is also anticipated to be significant. Currently, Lieutenants and Captains are classified as managers and are not subject to pay steps, only pay ranges. The potential cost to reconfigure the salary steps of Lieutenants and Captains would not be incurred until at least FY 09.

(2) Retroactive payments for sergeants:

The bill also results in an estimated cost of \$677,000² by requiring retroactive payments for sergeants who were promoted after July 1, 2004 and who received lower salaries than troopers in the higher steps. 46 sergeants were promoted after July 1, 2004. **Table 2** illustrates the cost associated with making retroactive payments.

² The cost would be a one-time cost and would not continue into the out years.

Table 2: Retroactive Payments for Sergeants				
Date of Promotion	# of Positions	Years of Retro. Payment	Diff. in Salary Increases (\$)	Cost (\$)
07/23/04	28	2.83	7,362	583,365
07/21/06	9	0.83	7,362	55,215
10/27/06	9	0.58	7,362	38,651
Total				677,230

(3) Completion of associate's degrees:

The bill requires that all police officers (both state and municipal) earn an associate's degree within five years of completing probation. The requirement could result in a potential cost to municipalities, as well as the state police, associated with the termination or suspension of officers failing to meet the requirements. The new requirement could result in costs associated with labor relations, recruitment, and additional overtime.

The Out Years

The annualized ongoing fiscal impact identified above (with an exception for retroactive payments to sergeants) would continue into the future subject to inflation and newly negotiated collective bargaining agreements.

OLR Bill Analysis**sSB 707*****AN ACT CONCERNING THE PAY SCALE OF THE STATE POLICE AND MINIMUM QUALIFICATIONS FOR STATE AND MUNICIPAL POLICE OFFICERS.*****SUMMARY:**

This bill requires sworn police officers in higher grades to be paid salaries greater than the maximum salary in any lower grade, regardless of conflicting provisions in union contracts or the State Personnel Act. By June 1, 2007, it requires the administrative services commissioner to adjust the existing salary structure to achieve this goal by increasing salaries of higher ranked officers.

The bill requires that any sworn officer promoted to sergeant on or after July 1, 2004 be given back pay, without interest, in an amount equal to the difference between (1) the total regular pay the sergeant received for the period beginning on the date the promotion took effect and ending on May 31, 2007, based on the pay scale in effect for that period, and (2) the total amount of regular pay he would have received if the restructured pay scale had been in effect.

The bill requires all police officers hired on or after July 1, 2007 to have an associate's degree from an accredited college or university within five years after completing their employment probation. The current educational qualification is a high school diploma or equivalent.

EFFECTIVE DATE: Upon passage for the salary change; July 1, 2007 for police qualifications.

POLICE OFFICER QUALIFICATIONS

Current law gives the Police Officer Standards and Training Council

(POST) authority to set uniform minimum training and educational qualifications for employment as a police officer. The council requires that applicants have a high school diploma or equivalent. Similarly, a state police trainee must have a high school diploma before being sworn as an officer (CGS § 29-3a).

The bill requires POST to establish minimum qualifications for employment as a police officer, including a requirement that those hired on or after July 1, 2007 have an associate's degree from an accredited college within five years after completing their probation. The council must require that officers present evidence that they have met the minimum qualifications.

COMMITTEE ACTION

Public Safety and Security Committee

Joint Favorable Substitute

Yea 23 Nay 0 (03/06/2007)