



# Senate

General Assembly

**File No. 3**

*January Session, 2007*

Senate Resolution No. 7

*Senate, February 5, 2007*

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 CONNECTICUT STATE UNIVERSITY SYSTEM AND THE STATE UNIVERSITY ORGANIZATION OF ADMINISTRATIVE FACULTY.***

Resolved by the Senate:

- 1 That the collective bargaining agreement between the Connecticut
- 2 State University System and the State University Organization of
- 3 Administrative Faculty, Local 2836 of Council 4, AFSCME, AFL-CIO,
- 4 effective July 1, 2007, to June 30, 2011, inclusive, submitted to this
- 5 assembly January 10, 2007, for approval, as provided in subsection (b)
- 6 of section 5-278 of the 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 chamber thereof for any purpose:

### **OFA Fiscal Note**

#### **State Impact:**

Agency Affected	Fund-Effect	FY 08 \$	FY 09 \$
Connecticut State University	All Funds - Cost	2,266,556	4,746,324
Connecticut State University	GF - Cost	1,201,275	2,515,552

Note: GF=General Fund

#### **The Out Years**

Agency Affected	Fund-Effect	FY 10 \$	FY 11 \$	FY 11 \$ Annualized
Connecticut State University	All Funds - Cost	7,340,886	10,053,099	10,179,622
Connecticut State University	GF - Cost	3,890,669	5,328,142	5,395,199

Note: GF=General Fund

**Municipal Impact:** None

#### **Explanation**

This collective bargaining agreement for the Connecticut State University Administrators' bargaining unit is submitted for approval for the four-year period July 1, 2007 through June 30, 2011. Costs shown above are for the 666 all funds full-time employees covered by this contract, including approximately 386 General Fund employees. Cost details are attached.

Increases associated with this agreement are generally in line with increases in negotiated agreements and arbitrated awards for other bargaining units for the same time period. This is the first bargaining unit to settle for FY 11.

### **Cost Estimate of Agreement**

#### **All Funds**

Connecticut State University Administrators' Bargaining Unit  
 Agency Affected: Connecticut State University  
 Term of Contract: Four years, July 1, 2007 through June 30, 2011  
 Number of Full-Time Employees Affected by Contract:

386 General Fund  
280 Other Funds  
**666 Total**

**Average Full-Time Salary Data:**

	Salary	Total	Percent Increase (Cash Basis)		
			Salary Increase	Merit Increase	Other
Prior to Contract	\$ 69,091				
1st Year of Contract (FY 08)	72,217	4.52%	4.12%	0.20%	0.20%
2nd Year of Contract (FY 09)	75,481	4.52%	4.10%	0.20%	0.22%
3rd Year of Contract (FY 10)	78,890	4.52%	4.04%	0.20%	0.28%
4th Year of Contract (FY 11)	82,039	4.51%	3.99%	0.20%	0.32%

	Salary	Total	Percent Increase (Annualized Basis)		
			Salary Increase	Merit Increase	Other
Prior to Contract	\$ 69,091				
1st Year of Contract (FY 08)	72,373	4.75%	4.29%	0.26%	0.20%
2nd Year of Contract (FY 09)	75,800	4.74%	4.26%	0.26%	0.22%
3rd Year of Contract (FY 10)	79,391	4.74%	4.20%	0.26%	0.28%
4th Year of Contract (FY 11)	83,146	4.73%	4.15%	0.26%	0.32%

**Cost Summary Data (Estimated):**

	Prior to Contract	At End of Contract Annualized	Percent Increase (4 Years)
Salaries[1]	\$ 46,014,468	\$ 55,380,727	20.4%
Fringe Benefits[2]			
Current Items	\$ 15,224,262	\$ 16,818,400	
Negotiated Improvements		13,606	
Total Fringe Benefits	15,224,262	16,832,006	10.6%
Total	\$ 61,238,730	\$ 72,212,733	17.9%

4.2% average per year (compounded)

[1] Salaries include base salary, longevity payments, lump sum payments for employees at maximum, and merit pay.

[2] Fringe Benefits include Social Security, normal cost of pension contributions, health insurance, life insurance, and the Professional Development Fund. Because all part-time employees work more than 20 hours per week and receive full benefits, part-time figures are incorporated into all calculations.

## Detail of Cost Estimates

### All Funds

Contract Items	FY 08[1]	FY 09[1]	FY 10[1]	FY 11[1]	FY 11
					Annualized[1]
<b>First Year (FY 08)</b>					
4.38% Salary Increase Effective 6/22/07 (25 pay periods)	\$ 1,913,226	\$ 1,989,755	\$ 1,989,755	\$ 1,989,755	\$ 1,989,755
Merit Payment of 0.27% Base Salary (20 pay periods)	94,351	122,656	122,656	122,656	122,656
Lump Sum Payments for Employees at Maximum Effective 12/7/07	54,465	54,465	54,465	54,465	54,465
4.38% Longevity Increase	36,945	36,945	36,945	36,945	36,945
Increase Professional Development Funds from \$20,000 to \$25,000	5,000	5,000	5,000	5,000	5,000
Minority Mentoring Increase	1,997	1,997	1,997	1,997	1,997
<b>Total First Year</b>	<b>\$ 2,105,984</b>	<b>\$ 2,210,818</b>	<b>\$ 2,210,818</b>	<b>\$ 2,210,818</b>	<b>\$ 2,210,818</b>
<b>Second Year (FY 09)</b>					
4.36% Salary Increase Effective 6/20/08 (25 pay periods)		\$ 1,991,220	\$ 2,070,868	\$ 2,070,868	\$ 2,070,868
Merit Payment of 0.27% Base Salary (20 pay periods)		98,738	128,360	128,360	128,360
Lump Sum Payments for Employees at Maximum Effective 12/5/08		68,433	68,433	68,433	68,433
4.36% Longevity Increase		38,352	38,352	38,352	38,352
Minority Mentoring Increase		2,121	2,121	2,121	2,121
<b>Total Second Year</b>		<b>\$ 2,198,863</b>	<b>\$ 2,308,133</b>	<b>\$ 2,308,133</b>	<b>\$ 2,308,133</b>
<b>Third Year (FY 10)</b>					
4.30% Salary Increase Effective 6/19/09 (25 pay periods)			\$ 2,054,972	\$ 2,137,171	\$ 2,137,171
Merit Payment of 0.27% Base Salary (20 pay periods)			103,306	134,298	134,298
Lump Sum Payments for Employees at Maximum Effective 12/4/09			101,106	101,106	101,106
4.30% Longevity Increase			39,478	39,478	39,478
Minority Mentoring			2,208	2,208	2,208

Contract Items	FY 08[1]	FY 09[1]	FY 10[1]	FY 11	
				FY 11[1]	Annualized[1]
Increase					
<b>Total Third Year</b>			\$ 2,301,069	\$ 2,414,260	\$ 2,414,260
<b>Fourth Year (FY 11)</b>					
4.26% Salary Increase Effective 6/18/10 (26 pay periods)				\$ 2,128,112	\$ 2,213,237
Merit Payment of 0.27% Base Salary (20 pay periods)				108,023	140,430
Lump Sum Payments for Employees at Maximum Effective 12/3/10				127,252	127,252
4.26% Longevity Increase				40,777	40,777
Minority Mentoring Increase				2,280	2,280
<b>Total Fourth Year</b>				\$ 2,406,445	\$ 2,523,976
<b>Total Contract Items</b>	\$ 2,105,984	\$ 4,409,681	\$ 6,820,021	\$ 9,339,656	\$ 9,457,188
Social Security Costs	160,572	336,643	520,865	713,443	722,434
<b>Total Cost of Contract</b>	\$ 2,266,556	\$ 4,746,324	\$ 7,340,886	\$ 10,053,099	\$ 10,179,622
<b>Estimated General Fund Cost</b>	\$ 1,201,275	\$ 2,515,552	\$ 3,890,669	\$ 5,328,142	\$ 5,395,199

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

Note: The On-Call Compensatory Time side letter is being eliminated. This will result in some cost savings, as employees were granted compensation in lieu of compensatory time in special circumstances.

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**OFA Bill Analysis**

**SR 7**

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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 Report  
Yea 12 Nay 0