



Senate

General Assembly

File No. 890

January Session, 2007

Senate Resolution No. 63

Senate, May 30, 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 Senate Committee makes no recommendation and the that the resolution is favorably reported pursuant to Joint Rule 31.

RESOLUTION PROPOSING APPROVAL OF A COLLECTIVE BARGAINING AGREEMENT BETWEEN THE DIVISION OF CRIMINAL JUSTICE AND THE CONNECTICUT ASSOCIATION OF PROSECUTORS.

Resolved by the Senate:

- 1 That the collective bargaining agreement between the state of
- 2 Connecticut Division of Criminal Justice and the Connecticut
- 3 Association of Prosecutors, effective July 1, 2007, to June 30, 2009,
- 4 inclusive, signed by the parties May 3, 2007, and submitted to this
- 5 assembly May 4, 2007, for approval, as provided in subsection (b) of
- 6 section 5-278 of 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 \$
Division of Criminal Justice	All Funds - Cost	3,131,723	4,891,573
	GF - Cost	3,088,088	4,818,530

Note: GF=General Fund

The Out Years

State Impact:

Agency Affected	Fund-Effect	FY 10 \$	FY 10 \$ Annualized
Division of Criminal Justice	All Funds - Cost	6,356,706	6,544,625
	GF - Cost	6,274,818	6,471,112

Note: GF=General Fund

Municipal Impact: None

Explanation

This collective bargaining agreement for the Division of Criminal Justice Prosecutors and Juvenile Prosecutors’ bargaining unit is submitted for approval for the three-year period July 1, 2007 through June 30, 2010. Costs shown above are for the 249 all funds full-time employees covered by this contract, of which 240 are General Fund employees. Cost details are attached.

Although there are no General Wage Increases, Annual Increments, or lump-sum payments for employees at maximum in FY 08, this agreement provides a FY 08 workweek increase, from 35 to 40 hours. As a result, FY 08 cash costs will increase 12.26%. This workweek increase is 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 conversion to a 40 hour workweek. The FY 08 increase associated with this agreement exceeds the existing "pattern" of increases for other bargaining units, which has generally been a 3% General Wage Increase plus Annual Increments, by approximately \$1.9 million. The extent to which the Division of Criminal Justice will be able to absorb any of these additional costs cannot be determined at this time.

It is anticipated that the prosecutors' collective bargaining agreement will be adopted by the public defenders (public defenders are not represented by a union). As a result, the Public Defender Services Commission is expected to incur FY 08 costs of \$2.2 million to extend the workweek of public defenders from 35 to 40 hours. There are presently 175 permanent, full-time attorneys with the Public Defender Services Commission.

Cost Estimate of Agreement

All Funds

Division of Criminal Justice Prosecutors and Juvenile Prosecutors'
Bargaining Unit

Agency Affected: Division of Criminal Justice

Term of Contract: Three years, July 1, 2007 through June 30, 2010

Number of Full-Time Employees Affected by Contract:

240	General Fund
9	Other Funds
249	Total

Average Full-Time Salary Data:

Percent Increase (Cash Basis)

	Salary	Total	Annual		
			General Wage Increase	Increments and Lump-Sums[1]	Workweek Increase
Prior to Contract	\$95,277				
1st Year of Contract (FY 08)	106,961	12.26%	0.00%	-1.31%	13.57%
2nd Year of Contract (FY 09)	112,995	5.64%	2.89%	2.75%	0.00%
3rd Year of Contract (FY 10)	117,597	4.07%	2.85%	1.22%	0.00%

Percent Increase (Annualized Basis)

	Salary	Total	Annual		
			General Wage Increase	Increments and Lump-Sums[1]	Workweek Increase
Prior to Contract	\$95,277				
1st Year of Contract (FY 08)	107,463	12.79%	0.00%	-1.31%	14.10%
2nd Year of Contract (FY 09)	114,335	6.39%	3.00%	3.39%	0.00%
3rd Year of Contract (FY 10)	119,693	4.69%	2.96%	1.73%	0.00%

[1] This agreement does not provide FY 08 Annual Increments or lump-sum payments to employees at maximum. As a result, the dollar value of the FY 07 lump-sum payments is shown as a decrease in FY 08.

Cost Summary Data (Estimated):

	Prior to Contract	At End of Contract Annualized	Percent Increase (3 years)
Salaries[1]	\$ 23,724,061	\$ 29,803,602	25.6%
Fringe Benefits[2]	6,840,609	7,875,347	15.1%
Total	\$ 30,564,671	\$ 37,678,949	23.3%

7.24% average per year (compounded)

[1] Salaries include base salary, longevity payments, and lump-sum payments to employees at maximum.

[2] Fringe Benefits include Social Security, normal cost of pension contributions, health insurance, life insurance, Prosecutor's Liability Insurance (\$20,199 premium), and National District Attorneys' Association (NDAA) membership fees (\$75 per member). (The agreement requires the state to provide Prosecutor's Liability Insurance. NDAA membership for each prosecutor is required to obtain this liability insurance.)

Detail of Cost Estimates

All Funds

Contract Items	FY 08 [1]	FY 09 [1]	FY 10 [1]	FY 10 Annualized [1]
First Year (FY 07)				
Increase Workweek from 35 to 40 Hours per Week Effective 6/22/07 (25 pay periods)	\$ 3,129,394	\$ 3,254,569	\$ 3,254,569	\$ 3,254,569
Impact of Increased Workweek on Longevity	89,716	89,716	89,716	89,716
No Lump-Sum Payments for Employees at Maximum[2]	(309,938)	(309,938)	(309,938)	(309,938)
Total First Year	\$ 2,909,172	\$ 3,034,347	\$ 3,034,347	\$ 3,034,347
Second Year (FY 08)				
3% General Wage Increase Effective 6/20/08 (25 pay periods)		\$ 751,032	\$ 781,073	\$ 781,073
Annual Increments		364,817	536,257	536,257
2.5% Lump-Sum Payments for 117 Employees at Maximum		371,435	371,435	371,435
Impact of General Wage Increase on Longevity		22,330	22,330	22,330
Total Second Year		\$ 1,509,613	\$ 1,711,095	\$ 1,711,095
Third Year (FY 09)				
3% General Wage Increase Effective 6/19/09 (25 pay periods)			\$ 789,040	\$ 820,601
Annual Increments			320,638	463,642
2.5% Lump-Sum Payments for Additional Five Employees at Maximum			27,589	27,589
Impact of General Wage Increase on Longevity			22,266	22,266
Total Third Year			\$ 1,159,533	\$ 1,334,098
Total Contract Items	\$ 2,909,172	\$ 4,543,960	\$ 5,904,975	\$ 6,079,540
Social Security Costs	222,552	347,613	451,731	465,085
Total Cost of Contract	\$ 3,131,723	\$ 4,891,573	\$ 6,356,706	\$ 6,544,625
 Estimated General Fund Cost[3]	 \$ 3,088,088	 \$ 4,818,530	 \$ 6,274,818	 \$ 6,471,112

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

26 payrolls.

[2] This agreement does not provide FY 08 Annual Increments or lump-sum payments to employees at maximum. As a result, the dollar value of the FY 07 lump-sum payments is shown as a decrease in FY 08.

[3] This bargaining unit includes five grant-funded positions. Grant funding will not cover the costs of the increased workweek. Therefore, costs associated with the increased workweek for these five positions are included in the Estimated General Fund Cost.

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.

OFA Bill Analysis

SR 63

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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 Reported Pursuant to Joint Rule 31