



STATE OF CONNECTICUT  
OFFICE OF POLICY AND MANAGEMENT

*TESTIMONY PRESENTED TO THE APPROPRIATIONS COMMITTEE  
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Testimony Supporting

S. R. No. 8 RESOLUTION PROPOSING APPROVAL OF A STIPULATED AGREEMENT BETWEEN THE STATE OF CONNECTICUT AND THE CONNECTICUT STATE EMPLOYEES ASSOCIATION, P-4, BARGAINING UNIT.

H. R. No. 6 RESOLUTION PROPOSING APPROVAL OF A STIPULATED AGREEMENT BETWEEN THE STATE OF CONNECTICUT AND THE CONNECTICUT STATE EMPLOYEES ASSOCIATION, P-4 BARGAINING UNIT.

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Senator Harp, Representative Geragosian and distinguished members of the Appropriations Committee, thank you for the opportunity to offer testimony on a stipulated agreement between the State and the P-4 bargaining unit.

Agreements with this unit were signed in late October, 2008 after lengthy negotiations that commenced in January, 2008. OPM's Office of Labor Relations, along with representatives of the Department of Transportation (DOT) and the Department of Administrative Services (DAS), participated in these discussions with the P-4 unit which were prompted by multiple scope appeals filed by the Union and by DOT operational needs. As you may know, there are two (2) separate Agreements, one that is not pending legislative review and one that currently is pending legislative review.

(The agreement not pending legislative review provides for classification upgradings for various Engineer titles within the DOT and for a nonpermanent, voluntary increased workweek for specified P-4 employees within the DOT. That agreement provides for a waiver of significant but disputed claims for retroactive payment pursuant to the OJE process.)

The agreement before you today provides for a permanent increased workweek for specified P-4 employees within the DOT and corresponding increased accrual rates, making their work week consistent with the bulk of DOT employees.

If approved, this agreement will formalize and make permanent the existing practice of DOT P-4 employees working up to 40 hours per week, the cost of which is significantly defrayed by federal funds. DOT receives reimbursement for hours of work paid at the overtime rate for those charging to federal projects, but does not receive reimbursement for hours of comp time paid. Without an agreement, the State could bear the full cost of the overtime as comp time.

The agreement alleviates the DOT's difficulty of either needing to request lump sum payouts for comp time or forcing employees to take the time off at a time that may conflict with the DOT's project and staffing needs.

Since this agreement will not take effect until after legislative approval, and most of fiscal year 2009 will have passed by the time this is approved, the Special Transportation Fund (STF) cost for fiscal year 2009 is estimated at \$716,000\*\*\*. In fiscal year 2010 with the full increase to forty hours being in effect for the fiscal year, the STF cost is estimated to be approximately \$4,565,000. These costs reflect the cost of increased hours for employees paid out of the Special Transportation Fund if the costs for these additional hours are also paid out of the Special Transportation Fund. In both of these fiscal years, we believe that a higher percentage of the hours can be used for federal projects reducing the costs to the State due to these anticipated higher federal reimbursements.

In addition, we expect to be able to recoup some additional federal dollars by paying cash for some assignments for which we currently grant compensatory time. The federal government will not reimburse the state when compensatory time is used, but will if we pay cash at the time the work is performed. We are hopeful that ultimately federal reimbursements will reduce the cost of this increase in hours to the State to less than half of what is projected here. Ultimately, any costs borne by the State or the federal government will be costs for increased work.

I would like to again thank the committee for the opportunity to present this testimony. I respectfully request the Committee support this bill and I will be happy to answer any questions you may have.

\*\*\*Note on difference with OFA cost analysis: OPM's cost was based on a whole year in FY 2009 (this agreement was submitted last year initially). Based on the when this will go into effect we are in agreement with OFA that only 8 pay periods costs will occur in FY 09 (so their number will reflect that and mirror this number, not the full year cost on the OPM cost sheet). OPM's costs assumed full participation and the actual participation has subsequently been identified by DOT as approximately 85%.