



University of Connecticut

Testimony

By

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Labor and Public Employees Committee Public Hearing

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Co-Chairs, Ranking Members and Members of the Committee, thank you for allowing me to submit written testimony on House Bill 5195, An Act Concerning the Rehiring of Retired State Employees.

The University is concerned about this legislation which limits the use of rehired retirees who play a small, but integral part in providing critical academic, student and patient care services at our campuses and Health Center.

Utilizing rehired retirees SAVES the state and the University money. This practice allows UConn to hire qualified, experienced individuals cost effectively and provides an additional savings due to the fact that fringe benefit costs are not duplicated. Use of rehired retirees is essential to providing economically beneficial services, filling critical, hard to recruit for positions, meeting seasonal and variable staffing needs and bringing revenue to the University.

Critical staffing needs are also met through the use of rehired retirees. At our Health Center, certain critical care specialties, such as Intensive Care, Emergency Department, Cardiac Cath Lab, can take 6 months to 1 year to find qualified staff due to the shortage of nurses with this experience. Orienting a new nurse can take up to 6 months beyond the recruiting time to fill depending on the nature of the position. Nurse Anesthetists can take one to two years to find due to a long standing nation-wide shortage.

Rehired retirees often play an essential role in securing federal grant revenue that would not otherwise come to the University. These retirees are paid a salary from the federal grants which often provide the University with multi-year federal assistance in key research areas. Placing limitations on the University's ability to retain these individuals could jeopardize this funding.

Retired faculty are reliable sources of adjunct instruction essential to meeting fluctuations in course demand, to cover hard to fill disciplines and provide highly skilled, experienced instruction for our students and are a cost effective way of providing instruction.

Since FY 09, rehired retirees represent a minor portion (between .8% and 1.5%) of our total payroll at the University and its Health Center. 80-84% of the rehired retirees for the Storrs, Law School and Regional Campuses are teaching, conducting research, or are providing direct public service, academic support or student services necessary to carry our statutorily mandated academic, research and public service missions. 87-92% of the rehired retirees for the UCHC are teaching, conducting research, providing patient care or academic support or supporting the Corrections Managed Healthcare program. Rehired retirees serve as a valuable adjunct to our regular workforce.

It is important to note that NONE of the Storrs, Law School, Regional Campuses or Health Center rehired retirees are paid with state appropriated dollars. Currently, non-state fund sources comprise 67.2% of the Storrs-based budget and 77.4% of the Health Center budget.

In closing, we ask the Committee to oppose this legislation which could impact our delivery of critical academic, student and patient care services.