

To: The Honorable Edith Prague, Senate Chair
The Honorable Kevin Ryan, House Chair
The Honorable Edwin Gomes, Senate Vice Chair
The Honorable Tim O'Brien, House Vice Chair
Members of the Labor & Public Employees Committee

From: Marc S. Herzog, Chancellor

Re: Labor & Public Employees Committee Public Hearing – March 2, 2010
Testimony Re: H.B. 5195 – An Act Concerning the Rehiring of Retired State Employees

Date: March 2, 2010

The mission of the Connecticut Community College System is to make educational excellence and the opportunity for lifelong learning affordable and accessible to all Connecticut citizens. The colleges within the system enrich the intellectual, cultural and social environments of the communities they serve, and they support the economic growth of the state and its citizens through programs that supply business and industry with a skilled, well-trained work force.

In Fall 2009 enrollments grew by approximately 10 percent and in the Spring 2010 enrollments grew by nearly 12 percent above 2008 and 2009 respectively. At the same time, college budgets have declined by just over 10 percent, limiting college capacity to meet this continuing demand for access and opportunity. Headcount enrollments since 2005 have grown by 20%, full-time students have grown by 35% and FTE by 27% in the same period, making the system of colleges approximately one-third larger than it was in 2005.

Rehired retirees are a source of experienced, highly skilled, available, and often uniquely qualified human capital. Use of rehired retirees is an efficient and cost-effective way to ensure that the colleges can continue to fulfill the mission outlined above and accommodate the growing demand for community college education. The most common area for reemployment of retirees is as part-time, temporary adjunct faculty. A part-time, temporary adjunct faculty member is compensated at the standard rate paid to adjuncts regardless of the salary the individual earned prior to retirement. Sustaining operations, meeting the demand for services, and reducing costs associated with recruiting and hiring full-time employees are just a few of the collateral benefits offered by rehiring retired faculty and staff. At all times, the employment of rehired retirees is consistent with statewide limitations, and statutory provisions of the respective retirement plans (State Employee Retirement System, State Teachers Retirement System and the Alternate Retirement Program). Rehired retirees are not eligible for annual salary adjustments, except to maintain alignment with the minimum salaries for the duties being performed.

Through the strategic reemployment of retirees the community colleges are able to continue to provide services to students and manage enrollment growth while also reducing costs.