



STATE OF CONNECTICUT

OFFICE OF POLICY AND MANAGEMENT

Office of Labor Relations

SENATE CLERK'S OFFICE
RECEIVED ON 5/3/19

May 3, 2019

Michael Jefferson
Clerk of the Senate
State Capitol
Hartford, CT 06106

SUBJ: SUBMISSION of A Tentative Agreement between the State of Connecticut and the Administrative and Residual (P-5) Bargaining Unit (Airport Operations Manager, Fiscal Administrative Manager 1, Fiscal Administrative Manager 2, Healthcare Advocate Program Manager, Military Administrative and Program Manager, Motor Vehicle Hub Branch Manager, Transportation Bridge Safety Principal Engineer, Transportation Assistant District Engineer, and Transportation Principal Property Agent).

Dear Mr. Jefferson:

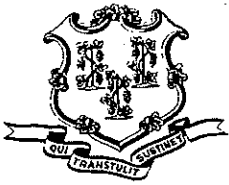
In accordance with Section 5-278(b) of the Connecticut General Statutes, the Office of Labor Relations hereby files with the Clerks of the House of Representatives and of the Senate, a Tentative Agreement between the State of Connecticut and the Administrative and Residual (P-5) Union on behalf of their members. The Tentative Agreement represents the conclusion of Impact Bargaining on the inclusion of the Airport Operations Manager, Fiscal Administrative Manager 1, Fiscal Administrative Manager 2, Healthcare Advocate Program Manager, Military Administrative and Program Manager, Motor Vehicle Hub Branch Manager, Transportation Bridge Safety Principal Engineer, Transportation Assistant District Engineer, and Transportation Principal Property Agent into the current Administrative and Residual (P-5) contract effective upon Legislative approval through June 30, 2021.

Also enclosed is the Supersedence Appendix and the Office of Policy and Management's statement of the estimated costs necessary to implement the award.

Sincerely,

S. Fae Brown-Brewton
Undersecretary for Labor Relations

Melissa McCaw Secretary, OPM
Paul Potamianos, Budget
Gregory Messner, Budget
Carolyn Mercier, Comptrollers' Office
Office of Fiscal Analysis
John DiSette, A&R President



STATE OF CONNECTICUT

OFFICE OF POLICY AND MANAGEMENT

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Office of Labor Relations

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May 3, 2019

OFFICE OF THE HOUSE CLERK
FREDERICK J. JORTNER CLERK

Frederick Jortner
Clerk of the House
State Capitol
Hartford, CT 06106

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Melissa McCaw Secretary, OPM
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Carolyn Mercier, Comptrollers' Office
Office of Fiscal Analysis
John DiSette, A&R President

TENTATIVE AGREEMENT

In resolution of the Impact Bargaining regarding employees in the following titles: Airport Operations Manager, Fiscal Administrative Manager 1, Fiscal Administrative Manager 2, Healthcare Advocate Program Manager, Military Administrative and Program Manager, Motor Vehicle Hub Branch Manager, Transportation Bridge Safety Principal Engineer, Transportation Assistant District Engineer, Transportation Principal Property Agent, the State and the Union hereby agree as follows:

Compensation:

Salary Group Placement: Effective upon legislative approval, employees in the classifications identified above, shall be compensated utilizing the current "MP" range salary schedules, but they shall be retitled "AR" in lieu of "MP". A list of said employees is attached hereto as "Exhibit A" and by reference incorporated herein.

Job Classification	Current Salary Schedule	Proposed Salary Schedule	Current Annual Range	Salary Change
Airport Ops Mgr.	MP 66	AR 66	\$90,282-\$123,104	\$0
Fiscal Administrative Mgr. 1	MP 66	AR 66	\$90,282-\$123,104	\$0
Fiscal Administrative Mgr. 2	MP 69	AR 69	\$101,558-\$138,477	\$0
Healthcare Adv. Program Mgr.	MP 62	AR 62	\$77,172-\$105,224	\$0
Military Adm. & Prog. Mgr.	MP 60	AR 60	\$70,662-\$96,351	\$0
DMV Hub Branch Mgr.	MP 63	AR 63	\$80,261-\$109,428	\$0
Trans. Bridge Sfty. Princpl. Eng.	MP 69	AR 69	\$101,558-\$138,477	\$0
Trans. Asst. Dist. Engineer	MP 69	AR 69	\$101,558-\$138,477	\$0
Trans. Principal Property Agent	MP 69	AR 69	\$101,558-\$138,477	\$0

Incremental Movement: Effective January 1, 2020, all employees in the titles listed above shall receive a two percent (2.0%) incremental increase in their salary not to exceed the top of the range. Effective with the payroll period that includes January 1, 2021, all employees in the titles identified above shall receive a two percent (2.0%) incremental increase in their salary not to exceed the top of the range. If any employee, by application of the incremental increases described above, exceeds the top of the range, said employee shall be paid the amount up to the top of the range, and the remainder of the two percent (2.0%)

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shall be paid as a lump sum payment. Employees at the top of the range shall be deemed to be on the top step of the pay plan.

Effective upon legislative approval, all full time permanent employees in the titles identified above who did not receive a lump sum payment on July 1, 2018 yet were in the P-5 bargaining unit at that time and are currently employed by the state, shall be paid a two thousand dollar (\$2,000.00) one-time payment or top step payment plus one thousand (\$1,000.00) and the lump sum payment for employees at the maximum of the salary range if greater. The top step lump sum payment shall be paid on the employee's anniversary date. Said payment shall be pensionable in accordance with the Plan's normal rules. Said payment shall be prorated for part time employees.

Vacation Accrual: All current employees in the titles identified above, are presently assigned to the managerial pay plan and receive managerial benefits. Those who have accumulated more than five hundred sixty (560) hours or seventy (70) days of vacation time, as of the date of legislative approval of this Agreement, such number of days shall be the maximum accumulation, and payout upon separation, for these employees. Should their vacation accrual ever drop to the maximum rate per Article 18 Section 2 of the A&R Contract, their maximum vacation accrual shall be as prescribed by the A&R Contract.

Overtime: In accordance with Article 16 Section 5(D) of the A&R Contract, all employees in the titles identified above shall be classified as Exempt Employees. They are, therefore, eligible to accumulate Compensatory Time, on an hour for hour basis when said overtime is required and authorized by management.

Longevity: All employees in the titles identified above will be eligible for longevity payments as prescribed by the contract in accordance with existing practice, except as provided otherwise in this agreement. No employee first hired on or after July 1, 2011 shall be entitled to a longevity payment; provided, however, any individual hired on or after said date who shall have military service which would count toward longevity under current rules shall be entitled to longevity if they obtain the requisite service in the future. Employees on Salary Group AR 67 and higher shall receive longevity equal to AR 32, while employees on Salary Group AR 66 and lower shall receive longevity equal to AR 30.

Other Terms and Conditions: All economic items shall be effective upon legislative approval of this Agreement except lump sum payments at the maximum of the salary range and longevity payments shall be made retroactive to January 1, 2018 to eligible employees. Except as otherwise provided herein, the terms of the 2016-2021 A&R Contract shall apply to all employees in the titles identified above.

All employees who were in the titles listed above, during FY18 and are currently in the P-5 bargaining unit, who did not serve the furlough days prescribed for FY 18 shall serve one

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(1) day (a total of 8 hours) of furlough time during FY20. The furlough day shall be taken as a full day, of the employee's choice during FY20 with at least two (2) weeks notice to the employer. The 8 hours of furlough time shall be deducted during the pay period in which it was taken. Said furlough day shall be pro-rated for part-time employees.

Any bumping rights shall be determined within one year and in accordance with Article 13 Section 4 (b) of the A&R Contract.

All MV Hub Branch Managers shall be credited thirty-two (32) hours of Compensatory Time to account for any time earned but not recorded through April 1, 2019. No other retroactive Compensatory Time or overtime will credited, however, all Compensatory Time earned on or after April 1, 2019 shall be credited as set forth in Article 16 of the A&R Contract.

FOR THE STATE:


Date: 4-30-19

FOR THE UNION:



Date: 4/30/19

EXHIBIT A

List of Impacted Employees

Emp ID	First Name	Last Name	Title
416578	Lisa	Fazzino	AirportOperationsManager
505598	Dawn	Alexander	Fscl/AdminMgr1
509033	Virginia	Alling	Fscl/AdminMgr1
652608	Chukwuma	Amechi	Fscl/AdminMgr1
507389	Shawn	Boisclair	Fscl/AdminMgr1
387544	Connie	Caruso	Fscl/AdminMgr1
055026	Scott	Courtemanche	Fscl/AdminMgr1
411132	Christian	Davis	Fscl/AdminMgr1
558237	Joseph	Duberek	Fscl/AdminMgr1
596824	Kathleen	Duffy	Fscl/AdminMgr1
494177	Eugene	Falcone	Fscl/AdminMgr1
507627	JoAnn	figueiredo	Fscl/AdminMgr1
441107	Kathleen	Germain	Fscl/AdminMgr1
453283	Lincoln	Gordon	Fscl/AdminMgr1
492452	Evette	Hecht	Fscl/AdminMgr1
393170	Vincent	Hogan	Fscl/AdminMgr1
511103	Amer Hyat	Khan	Fscl/AdminMgr1
054634	Maura	Kjar	Fscl/AdminMgr1
453308	Richard	Krupski	Fscl/AdminMgr1
474044	Michael	Lettieri	Fscl/AdminMgr1
039380	Nelida	Maldonado	Fscl/AdminMgr1
530981	Darren	Meyers	Fscl/AdminMgr1
434919	michael	moschetti	Fscl/AdminMgr1
526515	Krista	Pender	Fscl/AdminMgr1
596496	Roger	Persson	Fscl/AdminMgr1
599940	Brian	Richard	Fscl/AdminMgr1
026226	Abel	Rommer	Fscl/AdminMgr1
535093	Gregory	Straka	Fscl/AdminMgr1
435965	James	Tkacz	Fscl/AdminMgr1
642869	Kathy	Woodward	Fscl/AdminMgr1
318144	Michael	Clark	Fscl/AdminMgr2
462454	Abdi	Elmi	Fscl/AdminMgr2
441405	Mark	Hayes	Fscl/AdminMgr2
448421	Patricia	Hustus	Fscl/AdminMgr2
426993	Lori	Kiniry	Fscl/AdminMgr2
526505	Kevin	Lawton	Fscl/AdminMgr2

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406572	Michelle	Provost	Fscl/AdminMgr2
384697	Michael	Schuberth	Fscl/AdminMgr2
040880	Diana	Speranza	Fscl/AdminMgr2
867179	Nicholas	Venditto	Fscl/AdminMgr2
402448	Doris	Vieira	Fscl/AdminMgr2
613026	Valerie	Wyzykowski	HlthCareAdvocatePrgMgr
493236	Russell	Bonaccorso	MilAdmin&ProgOfcr
437229	Kelly	Getty	MVHubBranchManager
612676	Rozeta	Gjidoda	MVHubBranchManager
520022	Angelene	Kelly	MVHubBranchManager
448284	Brenda	Kennerly	MVHubBranchManager
520042	Bethann	Kranz	MVHubBranchManager
520062	Yolanda	Velez-Santiago	MVHubBranchManager
441466	David	Hiscox	TransBrdgSftyPrnEng
440555	Robert	Zaffetti	TransBrdgSftyPrnEng
416508	Mohammed	Bishtawi	TranspAsstDistEngr
441353	Dean	Cerasoli	TranspAsstDistEngr
494910	Matthew	Cleary	TranspAsstDistEngr
441313	Eileen	Ego	TranspAsstDistEngr
416570	Richard	Symonds	TranspAsstDistEngr
598390	Michael	Mendick	TranspDistEngr
494376	Amy	Martinez	TranspPrncplPrprtyAgnt
501844	James	Mason	TranspPrncplPrprtyAgnt

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SUPERSEDEDENCE APPENDIX*
ADMINISTRATIVE AND RESIDUAL EMPLOYEES UNIT (P-5)
COLLECTIVE BARGAINING AGREEMENT
(EFFECTIVE JULY 1, 2016 TO JUNE 30, 2021)

NEW PROVISION	CONTRACT REFERENCE	STATUTE OR REG. AMENDED
Temporary and Durational Employee and Positions defined	Article 2 Sec. 3	C.G.S. 5-235 C.G.S. 5-196(20) 5-196(26)
Re-employed employee may purchase the vacation accrual paid out	Article 15 Sec. 13	C.G.S.5-252
When Governor declares a delayed opening before 11:00 a.m. Employees may not arrive after 11:00 a.m. per existing language	Article 16 Sec. 6	C.G.S. 5-238 C.G.S. 5-245, Reg. 5-238-2 (b), Reg. 5-238-3
When all or part of a shift is cancelled by Governor or designee, essential (category 1) employees shall receive compensatory time in addition to pay for hours worked	Article 16 Sec. 7	C.G.S. 5-238, C.G.S. 5-245, Reg. 5-238-2 (b), Reg. 5-238-3
When all or part of a shift is cancelled by Governor or designee of employee on vacation, said vacation shall not be charged.	Article 18 Sec. 3(b)	Reg. 5-250-5
Sick Family Leave to include mother in law and father in law	Article 19 Sec. 3(b)	Reg. 5-247-4
Funeral leave includes memorial service	Article 19 Sec. 3(d)	Reg. 5-247-4
When all or part of a shift is cancelled by Governor or designee of employee on sick leave, said sick leave shall not be charged.	Article 19 Sec. 5	Reg. 5-247-8
Longevity payments defined by contract except April 2018 payment delayed until July 2018	Article 24	C.G.S 5-213, Reg. 5-213-1
General wage increases effective 7/1/19 and 7/1/20 of 3.5% each year	Article 24 Sec. 1	CGS 5-200(k) CGS 5-200(m)
Annual Increments payable in accordance with existing practice effective 7/1/19 and 7/1/20	Article 24 Sec. 2	CGS 5-200(k) CGS 5-200(m)
Effective upon Legislative Approval, employees at maximum step shall receive either a, lump sum of 2 ½ % of annual salary plus \$1,000.00 or a \$2,000.00 lump sum payment whichever is greater. All other employees shall be paid a	Article 24 Sec. 2	CGS 5-200(k) CGS 5-200(m)

\$2,000.00 lump sum payment. (pro-rated for part timers.)		
Bilingual stipend of \$1,000 to employees designated by management	Article 24 Sec. 15	CGS 5-200(k) CGS 5-200(m)
Shoe allowance increase of \$10.00 for employees required to wear safety shoes.	Article 24 Sec. 9	CGS 5-200(k) CGS 5-200(m)
Effective July 1, 2019 the on-call standby/Holiday on-call rates shall increase \$.50 per hour.	Article 24 Sec. 10	CGS 5-200(k) CGS 5-200(m)
Telecommuting, parties shall negotiate a work-at-home program consistent with SEBAC 2017	Article 46	C.G.S. 5-248(i)
Military leave no less than State or Federal law	Article 38 Sec. 6	C.G.S. 5-248 (c) C.G.S 27-33
Furlough Days	Article 24 Sec. 15	C.G.S. 5-248c(a) Reg. 5-248c-2
Vacation leaves and accruals may exceed ten days over limit for one year but not payable upon separation of employment. Employees with excess vacation shall retain that level as the maximum	Article 18 Sec. 2	C.G.S. 5-250, Reg. 5-250-1, Reg. 5-250-2, Reg. 5-250-5, Reg. 5-250-6
Personal Leave	Article 18 Sec. (3)(b)	C.G. S. 5-250 Reg. Sec. 5-250b
Professional Development Fund roll over from year to year during term of agreement.	Article 31 Sec. 6	C.G.S. 4-89
Except in an emergency, employees shall not work more than 18 hours consecutively.	Article 33 Sec. 5	C.G.S. CGS 5-238
No layoff of employees from 7/1/17 to 6/30/21	MOU	C.G.S. 5-241 Reg. 5-241-2
Professional Development Funds may be transferred to Tuition Reimbursement Fund by mutual agreement.	MOU X	C.G.S. 4-87
Sick Leave to care for Family Member	Art. 19	C.G.S. § 5-248a Reg. § 5-248b-1 through 5-248b-9

*This supersedence appendix covers the entire collective bargaining agreement that was approved by the GA July, 2017, and has been extended to the identified employees that have accreted into the P-5 bargaining unit as set forth in the Tentative Agreement. This includes employees in the following job classifications: Airport Operations Manager, Fiscal Administrative Manager 1, Fiscal Administrative Manager 2, Healthcare Advocate Program Manager, Military Administrative and Program Manager, Motor Vehicle Hub Branch Manager, Transportation Bridge Safety Principle Engineer, Transportation Assistant District Engineer, and Transportation Principal Property Agent.

OFFICE OF POLICY AND MANAGEMENT
Cost Estimate of Contract
Dated May 3, 2019

	All Funds Requirement						
	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021	Annualized	
<u>Fiscal Year 2016-2017</u>							
SUBTOTAL AGREEMENT ITEMS - 1st YEAR	\$0	\$0	\$0	\$0	\$0	\$0	
<u>Fiscal Year 2017-2018</u>							
SUBTOTAL AGREEMENT ITEMS - 2nd YEAR		\$0	\$0	\$0	\$0	\$0	
<u>Fiscal Year 2018-2019</u>							
(1) Longevity			\$115,881	\$115,881	\$115,881	\$115,881	
(2) Lump Sum at Maximum			\$20,004	\$20,004	\$20,004	\$20,004	
(3) One-time Payment			\$114,000	\$0	\$0	\$0	
SUBTOTAL AGREEMENT ITEMS - 3rd YEAR			\$249,885	\$135,885	\$135,885	\$135,885	
<u>Fiscal Year 2019-2020</u>							
(1) 3.5% COLA effective 7/1/2019				\$243,890	\$243,890	\$243,890	
(2) 3% Annual Increment effective 7/1/2019				\$55,806	\$111,611	\$111,611	
(3) Longevity				(\$36,083)	(\$36,083)	(\$36,083)	
(4) Lump Sum at Maximum				\$12,628	\$12,628	\$12,628	
(5) Furlough Day				(\$27,739)	\$0	\$0	
SUBTOTAL AGREEMENT ITEMS - 4th YEAR				\$248,502	\$332,046	\$332,046	
<u>Fiscal Year 2020-2021</u>							
(1) 3.5% COLA effective 7/1/2020					\$256,332	\$256,332	
(2) 3% Annual Increment effective 7/1/2020					\$55,699	\$111,398	
(3) Longevity					\$1,671	\$1,671	
(4) Lump Sum at Maximum					\$7,572	\$7,572	
SUBTOTAL AGREEMENT ITEMS - 5th YEAR					\$321,274	\$376,973	
TOTAL CONTRACT ITEMS - ALL FUNDS	\$0	\$0	\$249,885	\$384,387	\$789,206	\$844,905	
FRINGE ANALYSIS							
Social Security 6.2%	6.20%	\$0	\$0	\$15,493	\$23,832	\$48,931	\$52,384
Medicare 1.45%	1.45%	\$0	\$0	\$3,623	\$5,574	\$11,443	\$12,251
Unemployment 0.23%	0.23%	\$0	\$0	\$575	\$884	\$1,815	\$1,943
SERS Normal Cost 6.87%	6.87%	\$0	\$0	\$17,167	\$26,407	\$54,218	\$58,045
OPEB Contribution 3%	3.00%	\$0	\$0	\$7,497	\$11,532	\$23,676	\$25,347
TOTAL FRINGE IMPACT	17.8%	\$0	\$0	\$44,355	\$68,229	\$140,084	\$149,971
TOTAL COST OF CONTRACT - ALL FUNDS	\$0	\$0	\$294,240	\$452,615	\$929,290	\$994,875	

OFFICE OF POLICY AND MANAGEMENT
Cost Estimate of Memorandum of Agreement
Dated May 3, 2019

Bargaining Unit: Administrative and Residual *
 Period of Contract: July 1, 2016 through June 30, 2021

Number of Full Time Employees: All Funds 61
 General Fund 28

Total Annual Wages (26 pay periods) All Funds: \$6,968,282

	Annualized Basis (26 Pay Periods for All Years)				
	<u>Salary</u>	Percent Increase			
		<u>Increase</u>	<u>AI's & Lump Sums</u>	<u>Other</u>	<u>Total</u>
Average Annual - All Funds: Prior to New Contract:	\$114,234				
1st Year Contract: 2016-2017	\$114,234	0.00%	0.00%	0.00%	0.00%
2nd Year Contract: 2017-2018	\$114,234	0.00%	0.00%	0.00%	0.00%
3rd Year Contract: 2018-2019	\$118,331	0.00%	0.29%	3.29%	3.59%
4th Year Contract: 2019-2020	\$120,536	3.50%	1.72%	-2.51%	2.64%
5th Year Contract: 2020-2021	\$127,172	3.50%	1.57%	0.32%	5.46%

FULL-TIME COMPENSATION SUMMARY

	Prior to <u>Agreement</u>	Financial Impact					<u>Annualized</u>
		<u>1st Year 2016-17</u>	<u>2nd Year 2017-18</u>	<u>3rd Year 2018-19</u>	<u>4th Year 2019-20</u>	<u>5th Year 2020-21</u>	
All Funds							
Total Wages and Related Items	\$6,968,282	\$0	\$0	\$249,885	\$384,387	\$789,206	\$844,905
Fringe Benefits Value of Current Items		\$0	\$0	\$44,355	\$68,229	\$140,084	\$149,971
TOTAL WAGES AND BENEFITS		\$0	\$0	\$294,240	\$452,615	\$929,290	\$994,875

* Includes the following titles: Airport Operations Manager, Fiscal Administrative Manager 1, Fiscal Administrative Manager 2, Healthcare Advocate Program Manager, Military Administrative and Program Manager, Motor Vehicle Hub Branch Manager, Transportation Bridge Safety Principle Engineer, Transportation Assistant District Engineer, and Transportation Principal Property Agent