

**COMMISSION ON ENHANCING AGENCY OUTCOMES  
SUMMARY SHEET**

**Longevity Payments to State Employees (Proposal #54)**

All state employees who have been with the state 10 years or more are statutorily required to receive “longevity payments” twice a year. In 2009, about 35,000 unionized employees and non-unionized managers received such payments, although the number is likely smaller since the 2009 RIP. The payments are required to be made on the last regular pay day of April and October. For state employees who are in collective bargaining unions, the payments are also required in current contract language.

For managers, the longevity payments are calculated as a percent of salary and are made twice a year. Table 1 below shows the payment percentages for the four different lengths of time an employee has been employed with the state.

<b>Table 1. Longevity Payments for Managers – Twice a year</b>		
Years	Percent of salary	Range of payments
10-14	2%	\$413-\$1,408
15-19	2.5%	\$826-\$2,817
20-25	3%	\$1,238-\$4,225
25+	3.5%	\$1,651-\$5,633
Source: Management Pay Plan: Longevity Schedule		

For unionized employees, the amounts are flat amounts (not a percent of salary), and vary depending on number of classes and salary groups in the bargaining unit, but the longevity groupings by years are the same as for managers. Some typical payments are shown in Table 2 below.

<b>Table 2. Typical Longevity Payments for Unionized Employees – Twice a year</b>	
Years	Range of Payments
10-14	\$75- \$499
15-19	\$150-\$533
20-25	\$225-\$1,497
25+	\$300-\$1,938
Source: Longevity Schedules from Three Collective Bargaining Contracts	

According to Office of State Comptroller information, Table 3 sets out the breakout of the October 2009 (post-RIP) longevity payment.

<b>Table 3. Longevity Payment Breakout By Employee Type – 10/09 payment</b>		
Employee Status	Number	Total \$ Amount
Bargaining unit employees	26,792	\$11,841,885
Non-Bargaining	3,447	\$6,494,067
Total	30,239	\$18,335,952
Source: Office of State Comptroller Information		

Thus, total costs annually for longevity are about \$36.6 million. Payments for managers could be terminated or suspended by statute, while it appears changes would have to be made to contracts for unionized employees. Attached is a listing of the 13 collective bargaining contracts with their expiration dates. Changes to the April 2010 longevity payments would have to be made by April 1, 2010.

**Calculation of Longevity into Retirement:** Statutorily, (C.G.S. Sec. 5-154(h)) longevity payments are calculated into an employee’s “base salary” for retirement purposes.

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Attachment

**13 Current Collective Bargaining Agreements and Contract Dates**

- State Police – 2007-2010
- Maintenance Workers – 2005-2008
- Administrative and Clerical –2006-2009
- Corrections Officers 2008-2011
- Protective Services 2008-2011
- Paraprofessional – Health- 2005-2009
- Correctional Supervisors – 2005 2008
- Professional Healthcare 2005-2009
- Social and Human Services -2006-2009
- Educational Administrators 2005-2009
- Educational Professionals 2005-2009
- Engineering, Scientific and Technical 2005-2009
- Administrative and Residual -2007-2011

Source: Department of Administrative Services website (March 2010)