

PRELIMINARY FISCAL NOTE  
SR 18/HR 9

Appropriations Committee  
Meeting

April 9, 2014



**OFFICE OF FISCAL ANALYSIS**

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**SR 18 and HR 9** – Stipulated Agreements between the State of Connecticut and the Connecticut State Police Union (CSPU), the American Federation of State, County and Municipal Employees Union (AFSCME), the Connecticut Police and Fire Union (CPFU), New England Health Care Workers, District 1199 (1199), the Connecticut State Employees Association SEIU Local 2001 (CSEA) including the Criminal Justice Inspectors, and the Administrative and Residual Union (A&R). Compensatory Time, Employees Involved in Sandy Hook Elementary School Tragedy.

**Summary** - The resolution proposes approval of Stipulated Agreements between the State of Connecticut and various unions with employees involved in the Sandy Hook Elementary School tragedy. This agreement provides compensatory time for those employees directly and significantly involved with the response to the tragedy at Sandy Hook Elementary School.

The agreement provides 40 hours of compensatory time to these employees to deal with personal issues related to the tragedy. Employees affected are at the State Department of Education (SDE), Department of Emergency Services and Public Protection (DESPP), Department of Energy and Environmental Protection (DEEP), Department of Mental Health and Addiction Services (MHA), Office of Chief Medical Examiner (CME), Department of Public Health (DPH), and the Department of Criminal Justice (DCJ).

The benefit itself does not have a direct fiscal impact on the state as the compensatory time has no cash value. However, the agreement may increase future accrual payouts to the extent that the 40 hours of compensatory time are taken in lieu of vacation and/or sick time. Additionally, while 24/7 operations would need to ensure proper coverage when this compensatory time is taken, affected agencies are likely able to manage employee staffing levels as to not impact overtime.

The table below shows the value of the compensatory time benefit (which is not a cash value) for each of the seven agencies and 10 bargaining units and managers. The figures in the table were calculated by each employee's hourly rate times 40 hours. For example, in the table, the value of a DPH manager's compensatory time benefit is \$1,663. This calculation is 40 hours of compensatory time x \$41.58 hourly rate = \$1,663.

## Value of Compensatory Time Benefit

Bargaining Unit*	Agency							
	SDE \$	DESPP \$	DEEP \$	MHA \$	CME \$	DPH \$	DCJ \$	TOTAL \$
NP-1		217,241						217,241
NP-3		5,455	3,825		2,007			11,287
NP-5			14,187					14,187
NP-6				1,164	10,110			11,274
NP-9		22,928						22,928
P-1		6,294		40,174	11,846			58,314
P-3A	11,950							11,950
P-4					2,964			2,964
P-5					14,523			14,523
DCJ Inspectors							4,972	4,972
Managerial	3,807	19,149	1,916	33,275		1,663		59,810
<b>TOTAL</b>	<b>15,757</b>	<b>271,067</b>	<b>19,928</b>	<b>74,613</b>	<b>41,450</b>	<b>1,663</b>	<b>4,972</b>	<b>429,450</b>

\*NP-1 State Police, NP-3 Clerical, NP-5 Protective Services, NP-6 Non-Professional Health Care, NP-9 State Police Lieutenants and Captains, P-1 Professional Health Care, P-3A Education Administrators, P-4 Engineering and Scientific, P-5 Administrative and Residual

The table below shows the position titles and number of positions (259) impacted by this agreement.

### Number of Positions Impacted by Stipulated Agreement

Position Title	Number of Positions	Position Title	Number of Positions
Advanced Nurse Practitioner	1	Laboratory Assistant	2
Behavioral Health Clinical Director	1	Lead Dispatcher	3
Behavioral Health Clinical Manager	3	Mental Health Assistant	1
Behavioral Health Director of Program Management Services	2	Mental Health Services Clinical Manager	3
Behavioral Health Program Manager	1	Mental Health Superintendent	1
Chief Fiscal Officer	1	Nurse Clinician	2
Chief State's Attorney	3	Nurse Clinician Specialist	1
Clinical Social Worker	5	Principal Physician	3
Clinical Social Worker Associate	4	Processing Technician	2
Community Clinician	1	Professional Counselor	1
Deputy Director of Identification Services	1	Public Health Services Manager	1
Deputy Medical Director	1	Rehabilitation Therapist	1
Director of Programs and Services	2	Special Investigator	11
Dispatcher	6	Specialized Photographer	3
Education Consultant	5	Staff Assistant	1
Environmental Conservation Captain	1	State Police Captain	2
Environmental Conservation Officer	7	State Police Lieutenant	8
Environmental Conservation Sergeant	3	State Police Major	6
Forensic Science Examiner	4	State Police Master Sergeant	3
Forensic Technician	9	State Police Sergeant	32
Forensic Technician Supervisor	1	State Police Trooper	13
Head Nurse	2	State Police Trooper First Class	90
Health Program Associate	1	Supervising Clinician	4
		<b>Total</b>	<b>259</b>