

OFFICE OF FISCAL ANALYSIS

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HR-31

RESOLUTION PROPOSING APPROVAL OF A STIPULATED AGREEMENT AMONG THE STATE OF CONNECTICUT, OFFICE OF POLICY AND MANAGEMENT, OFFICE OF LABOR RELATIONS AND THE CONNECTICUT STATE POLICE UNION (NP-1).

OFA Fiscal Note

State Impact:

Agency Affected	Fund-Effect	FY 23 \$
Emergency Services and Public Protection, Dept.	GF - Cost	1,987,212
State Comptroller - Fringe Benefits ¹	GF - Cost	152,022
Total	GF - Cost	2,139,234

Note: GF=General Fund

Municipal Impact: None

Explanation

The resolution proposes approval of a stipulated agreement concerning pandemic pay between the State of Connecticut, and the Connecticut State Police Union (NP-1). This agreement confirms the inclusion of the NP-1 Union in the arbitration award for pandemic pay previously provided to the State Employees Bargaining Agent Coalition (SEBAC) covered employees. This award covers those employees who worked in person during the period of March 20, 2020, through March 27, 2021. Including the NP-1 Union in the one-time arbitration award is estimated to be \$2,139,234² within the Department of Protection Services, which includes fringe costs related to Social Security (6.2%)

¹The fringe benefit costs for most state employees are budgeted centrally in accounts administered by the Comptroller. The estimated active employee fringe benefit cost associated with most personnel changes is 42.82% of payroll in FY 24.

² The cost to include the NP-1 union in the pandemic pay award was included in the initial cost estimate of \$49,534,577.

and Medicare (1.45%) Employee taxes. The award will also impact the pension calculation of certain employees which would increase the cost of their pension upon retirement. Extending the award to the NP-1 Union is estimated to impact 713 employees with an average award of \$2,787 per employee.

The Out Years

The awards will result in an indeterminate increase in pension costs in the out years.