

# OFFICE OF FISCAL ANALYSIS

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SR-27

RESOLUTION PROPOSING APPROVAL OF A MEMORANDUM OF UNDERSTANDING BETWEEN THE STATE OF CONNECTICUT, OFFICE OF LABOR RELATIONS AND THE CONNECTICUT STATE EMPLOYEES ASSOCIATION, EDUCATION PROFESSIONS (P-3B) CONCERNING ACCRETION OF EMPLOYEES IN THE CLASSIFICATION OF BEHAVIORAL HEALTH CLINICAL SUPERVISOR.

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## ***OFA Fiscal Note***

### ***State Impact:***

<b>Agency Affected</b>	<b>Fund-Effect</b>	<b>FY 23 \$</b>
Various State Agencies	GF - Cost	124,262
State Comptroller - Fringe Benefits <sup>1</sup>	GF - Cost	18,180
Total	GF - Cost	142,442

Note: GF=General Fund

***Municipal Impact:*** None

### ***Explanation***

The resolution proposes approval of a memorandum of understanding between the State of Connecticut and the Connecticut State Employees Association (CSEA) in the matter of the accretion classification of Behavioral Health Clinical Supervisors into the bargaining unit. The total cost of these employees entering the bargaining unit is estimated to be \$142,442 in FY 23 from converting their salary groups from a range format to a step format. These costs include fringe costs relating to Social Security (6.2%), Medicare (1.45%),

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<sup>1</sup>The 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.

Unemployment, SERS Normal Cost, and OPEB Contributions. This agreement impacts 63 state employees in FY 23 with an average cost of \$2,261 per employee. These changes would be effective retroactively to 12/30/2022. The fully annualized estimated cost of these changes would be \$284,884 per year beginning in FY 24. This cost is subject to change based on the number of employees impacted by the agreement.

***The Out Years***

The annualized ongoing fiscal impact identified above would continue into the future subject to inflation.