

OFFICE OF FISCAL ANALYSIS

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SR-28

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 CLASSIFICATIONS OF STATE SCHOOL PRINCIPAL 1 AND STATE SCHOOL PRINCIPAL 2.

OFA Fiscal Note

State Impact:

Agency Affected	Fund-Effect	FY 23 \$
Various State Agencies	GF - Cost	25,826
State Comptroller - Fringe Benefits ¹	GF - Cost	3,777
Total	GF - Cost	29,603

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 State School Principal 1 and State School Principal 2 into the bargaining unit. The total cost of these employees entering the bargaining unit is estimated to be \$29,603 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%),

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.

Unemployment, SERS Normal Cost, and OPEB Contributions. This agreement impacts 10 state employees in FY 23 with an average cost of \$2,960 per employee. These changes would be effective retroactively to 12/30/2022. The fully annualized estimated cost of these changes would be \$69,207 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.