

STATE POLICE [NP-1]

BARGAINING UNIT CONTRACT

BETWEEN



STATE OF CONNECTICUT

AND



CONNECTICUT STATE POLICE UNION

EFFECTIVE: JULY 1, 2018-22 EXPIRING: JUNE 30, 2022-26

ARTICLE 6
UNION SECURITY AND PAYROLL DEDUCTIONS

Section One. During the life of this Agreement, an employee retains the freedom of choice whether or not to become or remain a member of the Union which has been designated as the exclusive bargaining agent.

Section Two. Union dues shall be deducted by the State employer biweekly from the paycheck of each employee who signs and remits to the State an authorization form. Such deduction shall be discontinued upon written request of an employee 30 days in advance.

Section Three. The amount of dues ~~or agency fee~~ deducted under this Article shall be promptly remitted to the Treasurer of the Union after the payroll period in which the deduction is made, together with a list of employees for whom such deduction is made.

Section Four. No payroll deduction of dues ~~or agency service fee~~ shall be made from workmen's compensation or for any payroll period in which earnings received are insufficient to cover the amount of deduction, nor shall such deductions be made from subsequent payrolls to cover the period in question (non-retroactive). However, payroll deduction of dues shall be made from any payroll payment from the State to any NP-1 member. (ie. sick day offset payment.)

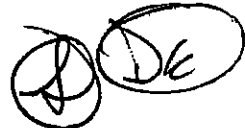
Section Five. Payroll deduction of Union dues shall be discontinued for other employee organizations not parties to this Agreement.

Section Six. The State employer shall continue its practice of payroll deductions as authorized by employees for purposes other than payment of Union dues ~~or agency service fee~~, provided any such payroll deduction has been approved by the State in advance.

Section Seven. The Union shall indemnify the State for any liability or damages incurred by the State in complying with this Article.

ARTICLE 8
EVALUATIONS

Section One. The performance of each member of the bargaining unit shall be evaluated annually at a time sufficiently in advance of the effective ~~anniversary date of step increases~~ to permit the exhaustion of appeal processes. This evaluation, to be conducted by the employee's immediate supervisor (also known as the "rating supervisor"), shall serve both as the "service rating" in accordance with Section 5-237 of the Connecticut General Statutes and as a departmental measurement of performance. Performance evaluations shall be based on work performance. Performance evaluations shall normally be conducted at least once a year, consistent with the employees Annual ~~increment anniversary~~ anniversary date. These evaluations shall be considered for promotions and lateral assignments. The evaluation form (POR and PER) shall contain a section for employee comments.



ARTICLE 9 PERSONNEL FILES

Section Two. Content. (a) All material bearing on an employee's personnel status, excluding uncompleted disciplinary investigations, or investigations into physical or mental fitness shall be placed in the OPF. Internal affairs investigations with a disposition of "exonerated, unfounded or Not Sustained" will be excluded from the employee's official personnel file. This will include DPS-678C.

(b) Pre-employment polygraph results shall not be retained in any employee's official personnel folder (OPF) beyond one month after completion of the initial working test period or extensions thereof. Such results may be retained, however, in a file maintained by the Department's Selection Unit for a period of five years from an employee's date of hire. The Department shall advise the Union annually of said removals.

(c) When an employee, after notification to him/her that a freedom of information request has been made concerning his/her file, objects to the release of that information on the basis of reasonable belief that the release would constitute an invasion of his/her privacy, the employee shall petition the Freedom of Information Commission for a stay on the release of said information, and the Department shall support the employee's petition and not release the information until the FOIC has made a final determination on the issue of whether said release would constitute an invasion of privacy. ~~An employee's OPF and internal affairs investigations with only a disposition of "Exonerated, Unfounded or Not Sustained" shall not be subject to the Connecticut Freedom of Information Act.~~

ARTICLE 11 WORKING TEST PERIOD

Section Two. (a) The initial working test period for State Police Trooper Trainee (6 months) (recruit) shall commence with the employee's date of hire and conclude on the date of the recruit's graduation from the Academy. Thereafter, the employee will serve a one-year working test period as a State Police Trooper Trainee. **The working test period for prior certified Police Officer Trainee under Article 20 Section 2(c) shall be six (6) months from the completion of the State Police Academy.** The State Police Sergeant and State Police Master Sergeant working test periods shall be one (1) year.

(b) A working test period interrupted as the result of extended illness, or an authorized leave or absence, shall be suspended for such period and will resume when the employee returns to duty and is able to carry out the duties and responsibilities of the position.

(c) Pursuant to Article 20 Section 2(e) **(d)** employees shall advance to ~~step~~ year 1 of the SP-1 pay plan upon graduation from the Academy. Their anniversary date shall be the first July 1 or January 1 following nine months from the date of hire when they are eligible for Step 2 advancement.

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**ARTICLE 14
GRIEVANCE PROCEDURE**

Section Nine. Notwithstanding any contrary provision of this Agreement, the following matters shall not be subject to the grievance or arbitration procedure:

- (a) The decision to layoff employees;
- (b) The decision to establish new bargaining unit positions provided, however, this clause shall neither enlarge nor diminish the Union's right, if any, to negotiate on the impact of said decision;
- (c) Compliance by the State employer with health or safety standards, laws, or regulations imposed by state or federal law;
- (d) Any incident which occurred or failed to occur prior to the effective date of this Agreement, with the understanding that grievances filed which antedate this Agreement shall not be deemed to have been waived by reason of the execution of this Agreement;
- (e) Disputes over claimed unlawful discrimination in violation of Article 3 (Non-Discrimination) shall be subject to the grievance procedure but shall not be arbitrable if a complaint has been filed with the Commission on Human Rights and Opportunities arising from the same common nucleus of operative fact;
- (f) Any inherent management right not restricted by a specific provision of this Agreement.

Arbitrability. A party raising an issue of arbitrability shall do so by notifying the other party at least seven (7) working days in advance of the scheduled hearing. Such notice requirement shall be waived in instances of new evidence discovered during the arbitration hearing.

Section Fifteen. (NEW) Electronic Filing of Grievances to Step 2 and Step 3. The Union will transmit grievance forms, in PDF format, to the Office of Labor relations to a dedicated email address specifically established for this purpose. Each grievance shall be a separate PDF file. The Office of Labor Relations shall acknowledge receipt of said grievances by responsive email.

The Office of Labor Relations shall send Step 2 conference notices and Step 2 answers to the Union, to a dedicated email address established for this purpose in PDF format. The Union agrees to acknowledge receipt of such transmissions by responsive email.

The Union shall submit grievances that fall under Article 14, Section 8, to arbitration to the same dedicated email address in PDF format. Said transmissions shall be directed to the OLR staff person assigned the responsibility of scheduling arbitrations. The Office of Labor Relations shall acknowledge receipt of said arbitration appeals by responsive email.

**ARTICLE 17
HOURS OF WORK, WORK SCHEDULES AND OVERTIME**

Section Seventeen. Overtime. (NEW): When a Trooper, Sergeant, or Master Sergeant is assigned an overtime shift and is notified within 24 hours of the start of their shift that the overtime has been canceled, he/she shall be offered a minimum of four (4) hours work for that shift.

Section Eighteen. Overtime. (NEW): When a Trooper, Sergeant, or Master Sergeant is "ordered in" to work an overtime shift, he/she shall be offered a minimum of eight (8) hours work for their shift plus general patrol travel time.

ARTICLE 19 COMPENSATION

Section One. General Wage Increases

(a) Effective **and retroactive with to** the pay period that includes July 1, **2022, and upon legislative approval**, all employees shall receive a ~~zero percent (0%)~~ **two and one-half percent (2.5%)** general wage increase **for the 2022-2023 contract year**. There will be no payment of any retroactive salary for contract year ~~2018-2019~~.

Effective and retroactive to July 1, 2022, and upon legislative approval, full-time employees shall receive a \$3,500 (three thousand five hundred dollars) special lump sum payment. This special lump sum payment shall be paid upon legislative approval for those who were an active employee, who are in the bargaining unit as of legislative approval.

(b) Effective with the pay period that includes July 1, ~~2019-2023~~, all employees shall receive a ~~two percent (2%)~~ **two and one-half percent (2.5%)** general wage increase for the ~~2019-2020~~ **2023 - 2024** contract year.

(c) Effective with the pay period that includes July 1, ~~2020~~ **2024**, all employees shall receive a two and **one-half percent (2.5%)** ~~one-quarter percent (2.25%)~~ general wage increase for the ~~2020-2021~~ **2024-2025** contract year.

(d) Wage Reopener for 2025 -2026 (for effective date July 1, 2025). Either party, by a notice in writing no sooner than January 1, 2025, may reopen Article 19 (compensation), Section 1, (General Wage Increases) only. During any "opener" contemplated under this provision, only General Wage Increases under section 1 of Article 19 (Compensation), shall be open and all other provisions shall remain in full force and effect.

Annual Increments-Section Two. Years of Service Pay Plan

(e) ~~Retroactive Annual Increments for 2018-2019. In contract year 2018-2019, employees shall receive annual increments (retroactive) on time and in accordance with past practice.~~

~~(NOTE: Employees who received an increment in June, 2018 are not entitled to another increment. Retroactivity applies to those with a January 2019 A/I date.)~~

(f) Annual Increments for 2019-2020: Employees shall receive annual increments on time in accordance with past practice.



~~(g) Annual Increments for 2020-2021. Employees shall receive annual increments on time in accordance with past practice.~~

~~(h) Annual Increments for 2021-2022. Employees shall receive annual increments on time in accordance with past practice.~~

~~(i) Effective June 30, 2022, the current Step pay plan shall convert to a years of service plan. Employees shall progress based upon years of service. There shall be no compounding or multiple incremental movement upon transition to the years of service plan on June 30, 2022.~~

In accordance with the April 29, 2019, interest arbitration award in the matter of State of Connecticut and Connecticut State Police Union Case No. 2019-SBA-3 NP-1, on June 30, 2022, the step pay plan converted to a years of service plan. Employees shall progress through the pay plan based upon years of service in accordance with existing practice (either June 30th or December 31st) each year.

Effective the first full pay period following legislative approval, the first two steps in the pay plan shall be dropped. The pay plan will become an eight-step years of service plan. Employees will move through the pay plan based on years of service and in accordance with Article 19 and Article 20.

Top Step Payment

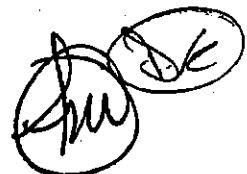
Effective and retroactive to July 1, 2022, and upon legislative approval, Employees at the top step of the pay scale shall receive a two percent (2%) lump sum payment for each contract year.

All other funds and differentials, etc. shall remain at the levels in effect on June 30, 2015-2022 for the duration of this agreement.

Section Two Three, Meal Allowance. (a) The meal allowance shall continue to be \$18.88 per day based on the following:

Minimum 4 Hours	\$10.70
5-6 Hours	\$16.13
6 1/4-12 1/2 Hours	\$18.88
Over 12 1/2 Hours	\$22.95

(b) The above rates also apply to OPA and HCP assignments.



(c) ~~There shall be no increases in the meal allowance for contract years 2015-2016, 2016-2017, and 2017-2018. Thereafter, Any~~ future meal increases shall be equal to the same percentage as the general wage increase or by the equivalent of any dollar increase to the general wage base.

(d) Section 29-4 of the Connecticut General Statutes is superseded by this Agreement with respect to the meal allowance.

Section ~~Three~~ Four. The widows' allowance is governed by the language contained in the Pension Contract between the parties.

Section ~~Four~~ Five. **Night Shift Differential.** Effective on legislative approval and retroactive to July 1, 2022, the night shift differential shall ~~increase to be \$0.75~~ \$1.00 per hour. Shift differential shall be payable in accordance with past practice as expressed in Appendix F herein.

Section ~~Five~~ Six. (a) **Tuition Reimbursement.** All employees who satisfactorily complete an approved course shall be eligible for tuition reimbursement for up to nine (9) credits per semester at the rate of 100% of the tuition, laboratory fees and community college service fees up to a maximum of eighty-five (85%) percent of the per credit rate for undergraduate and graduate courses at the University of Connecticut.

(1) A fund of ~~\$80,000~~ \$90,000 shall be established for this purpose in each contract year.

(2) If this fund is not sufficient to reimburse all employees eligible under the forgoing paragraph, distribution shall be to all eligible employees on an equal pro-rata basis.

(3) Funds not expended in one year shall carry over into the next year provided however that the tuition reimbursement fund will expire on expiration of this contract.

(b) **Training.** A fund of ~~\$35,000~~ 50,000 shall be set aside for a training program to be administered by a panel consisting of two persons selected by the Commissioner of Emergency Services and Public Protection and two selected by the Union. Funds not expended in each contract year shall be carried over from one year to another, but shall expire upon expiration of the contract.

Notification of such training opportunities shall be made through a general notice open to all bargaining unit members. Employees shall submit their applications to their immediate supervisor who shall thereafter forward through the chain of command to the panel. Appropriate comments may be attached to the application by supervisors for consideration by the panel. All other training and employees selected to attend same is at the discretion and determination of the Employer.

(c) **Career Development Training Day.** Each eligible employee shall be granted two days per year of paid time off during an employee's regular schedule, to attend (non- mandatory) training, including for training that is scheduled outside of the employee's regular work hours. If not used in any contract year, said training days shall neither accrue nor be payable. Such training day shall be clearly related to an employee's primary job assignment or logical career profession. It may be selected at the employee's option and shall be paid at the employee's straight time rate as

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it shall be considered the employee's assignment for that day. The day must be taken as a full day and not in partial day increments. Requests to attend such training must be submitted, in writing, to the employee's commanding officer at least two (2) weeks in advance, identifying the activity to be attended and its relationship to the job assignment or career progression. No additional expense will accrue to the State other than granting time off to the employee without loss of a regular day's pay.

Section Six Seven. Accidental Death or Dismemberment. (a) The State will continue its existing accidental death and dismemberment policy (\$50,000 per employee). (b) The State will reimburse the State Police Union (a registered state vendor) up to \$25,000 for costs associated with the funeral services for any NP-1 member's line of duty death.

Section Seven Eight. Career Development: Advancement to Trooper First Class. (a) All troopers who have completed seven (7) years as a sworn State Police Officer, ~~who would be eligible for an annual increment on the basis of a service rating~~ and have at least six (6) months continuous service shall be advanced to Trooper First Class.

(b) Salary schedule placement of a Trooper or Trooper First Class has no relationship to the requirement above to advance to Trooper First Class.

(c) It is understood by the parties that the position of Detective is not permanent, however, and such persons will resume the title of Trooper/Trooper First Class upon reassignment to uniform duties.

Section Eight Nine. Hazardous Duty Stipend. A monthly stipend of \$100.00 shall be paid to employees assigned to and performing the following hazardous duties: pilot, aviation observer, diver, tactical services (SWAT), hazardous devices (bomb squad) all major crime units, **Fire Explosion Investigations Unit (FEIU)** and motorcycle (May 1 to October 31 only). There shall be no pyramiding of stipend for employees assigned to and performing more than one hazardous duty.

Section Nine Ten. Resident Troopers shall continue to receive a monthly stipend of \$100.00.

Section Ten Eleven (a) Canine care and training which is not accomplished during on-duty hours shall be governed by the following:

1. Employees assigned as handlers of patrol dogs will be allowed one (1) hour per day to attend to the needs of the dog.
2. Employees assigned as handlers of food reward dogs will be allowed one and one-half (1.5) hours per day to attend to the needs of the dog.
3. Any employee assigned as a handler of more than one (1) dog will be allowed an additional one half (1/2) hour per day per dog to attend to the needs of the dog.

(b) At home canine care and training on off-duty days shall be governed by (a) above.

(c) The ~~hourly rate~~ **daily rate** for at-home canine care and training shall be ~~\$12.06~~ **\$13.58**

(d) Dog handlers shall continue to receive a monthly stipend of \$100.00.

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Section ~~Eleven~~ Twelve. Field Training Officer Compensation. Each employee who is a Field Training Officer shall be paid ~~one~~ **two (2)** hours of pay at the overtime rate for each shift the employee works as a Field Training Officer. ~~This Section shall be effective July 1, 2005.~~

Section ~~Twelve~~ Thirteen: Cleaning Stipend. All personnel assigned to non-uniformed positions as their regular assignment shall be provided with a ~~\$500.00~~ **\$650.00** per year cleaning stipend. This stipend is to be paid on July 1st of each contract year as an annual lump sum payment.

Section ~~Thirteen~~ Fourteen: Advanced Vacation Pay. Upon written request to the agency, no later than three weeks prior to the commencement of a scheduled vacation period an employee shall receive such earned and accrued pay for vacation time as he/she may request, such payment to be made prior to the commencement of the employee vacation period. Such advances shall be for the period of not less than one pay week.

Section Fifteen (NEW) Health and Wellness Stipend. Effective upon legislative approval and retroactive to October 1, 2022, all employees shall receive an annual stipend of \$500. Said stipend shall be paid on or about October 1st of each year.

Section Sixteen (NEW) The current Standard State Travel Regulations shall govern out-of-state travel except for meal reimbursements which shall be:

Breakfast	\$ 6.00 \$10.00
Lunch	8.00 —\$15.00
Dinner	18.00 —\$25.00

Section Seventeen. (NEW) Equipment Stipend. Effective upon legislative approval, all employees shall receive an annual stipend of one- hundred and ~~twenty-five~~ **fifty** dollars (~~\$125.00~~ **150.00**) for safety shoes and Equipment. Said stipend shall be paid on or about October 1st of each year.

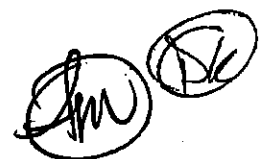
ARTICLE 20

TROOPER TRAINEES

(a) State Police Trooper Trainee is a job classification. Its duration is from date of hire to date of successful completion of the working test period. Effective upon Legislative approval, the salary rate non prior certified police officer shall be ~~increased to \$50,000.~~ **ten percent (10%) below year one (1) of the Trooper pay plan while a recruit in the academy. Trooper Trainee salary rates will not be increased while trainees are in the Academy.**

(b) A "recruit" is a term used for a State Police Trooper Trainee from date of hire until date of graduation from the Academy and becoming a sworn officer. It is not a job classification.

Section Two. Wages. (a) A "recruit" shall be paid at the applicable bi-weekly based on the Trainee rate contained in the salary schedules Appendix I.



(b) Effective the beginning of the first full payroll period following graduation from the Academy, a State Police Trooper Trainee shall be paid at the rate of Step year 1 of the Trooper/Trooper First Class Salary Schedule.

(c) A State Police Trooper Trainee that has two (2) or more years of prior certified Police Officer experience shall be paid at year two (2) of the Trooper pay plan. Prior certified State Police Trooper Trainee's will stay at year two (2) of the pay plan until they have reached their third-year anniversary date (either June 30th or December 31st) when they will progress based on years of Connecticut State Police service.

(e) (d)1. Effective with the State Police 106th Training Academy Class all members within each class shall have one uniform annual ~~increment~~ anniversary date (July or January) regardless of any prior state service.

2. The first July 1st or January 1st following nine months from each class date of hire shall be the annual ~~increment~~-anniversary date for the entire class. **Troopers will progress through the years of service pay plan based on this anniversary date or in accordance with section Two (b) and Two (c) (prior certified Police Officer).**

ARTICLE 25 LABOR-MANAGEMENT COMMITTEE


Section 5. Career Development (Language to be added from dated 12/07/22 OLR File #05-3274 and Union #22-001)

ARTICLE 30 HOLIDAYS

Section One. For the purpose of this Article, holidays are as follows:

New Year's Day	Independence Day
Martin Luther King, Jr. Day	Labor Day
Lincoln's Birthday	Columbus Day
Washington's Birthday	Veteran's Day
Good Friday	Thanksgiving Day
Memorial Day	Christmas Day
<u>Juneteenth Independence Day</u>	

Celebrated on days as determined annually by the State Personnel Department. Premium Holidays are New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day and Christmas Day. All other holidays are considered non- premium holidays.



**ARTICLE 33
MISCELLANEOUS**

Section One. The Union will be responsible for printing a ~~mutually agreed number of~~ contract booklets for its members. ~~The State will reimburse the Union for one half of the printing costs within 45 days, upon presentation of an itemized invoice for the actual printing.~~ The State shall publish an electronic version of the Agreement located on the State of Connecticut, Office of Policy and Management website.

~~Section Eight.~~ The current Standard State Travel Regulations shall govern out of state travel ~~except for meal reimbursements which shall be:~~ (Moved to Article 19)

Breakfast	\$ 6.00 \$10.00
Lunch	8.00 \$15.00
Dinner	18.00 \$25.00

Section Nine-Eight

Section Ten Nine (a). There shall be a joint labor-management committee composed of two representatives designated by labor and two representatives designated by management. A chairperson of the committee will be selected by the labor and management representatives if either side requests. The Committee shall have authority to dispense funds allocated to the committee under this contract subject only to government purchasing regulations.

(b) The Committee shall recommend to the Commissioner of Department of Emergency Services and Public Protection other measures it feels necessary to accomplish its goals of eliminating and/or reducing stress and enhancing or improving physical fitness among the officers.

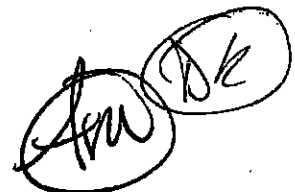
(c) ~~The sum of \$25,354 will be provided in each of the contract years in this Agreement for said programs or measures. Unexpended funds may be carried over from year to year, however, such funds shall not carry over beyond the expiration of this Agreement.~~

~~Section Twelve. Equipment Stipend.~~ Effective upon legislative approval, all employees shall receive an annual stipend of one hundred and twenty five ~~fifty~~ dollars (~~\$125.00~~ 150.00) for safety shoes and Equipment. Said stipend shall be paid on or about October 1st of each year. (Moved to Article 19)

Section Ten (New) Method of Salary Payment, Effective July 1, 2023, or as soon as is practicable thereafter, all employees shall participate in direct deposit of their paychecks.

Section Eleven (New) Aviation: The agency may utilize qualified private pilots to maximize the usage of helicopter and fixed wing aircraft and supplement current staff. The current practice of Trooper staffing during all flights will continue. A sworn and uniformed Trooper will be on all flights with any civilian pilots.

Section Twelve. No Loss of Benefits while on Workers' Compensation



Section Thirteen. All funds, stipends, fees, differentials or other economic items not TA'd or Awarded shall remain at the rate in effect on June 30, 2018 22 for the life of the collective bargaining agreement.

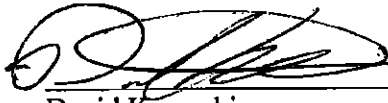
Section Fourteen. Cell Phones: The Employer may furnish cell phones to employees and the parties recognize the obligation to negotiate over the impact if cellphones are issued.

**ARTICLE 37
DURATION OF AGREEMENT**

This Agreement covers the period July 1, 2018, 2022 to June 30, 2022 2026. Language changes herein shall become effective upon legislative approval unless stated to the contrary. Negotiations for a successor to this Agreement shall commence within the timetable established under C.G.S. Section 5-276a(a) unless agreed otherwise by the parties. The request to commence negotiations shall be in writing, sent certified mail, by the requesting party to the other party.


**ARTICLE 39
EDUCATION INCENTIVES**


Effective upon legislative approval and with the pay period that includes July 1, 2005-22, each full time permanent employee at the rank of Trooper or higher shall be eligible to receive an annual five hundred dollar (\$500.00) lump sum payment upon submitting adequate documentation of having received a Bachelor of Arts degree or Master's degree in a job-related discipline from an accredited institution of higher learning. from an accredited institution of higher learning.

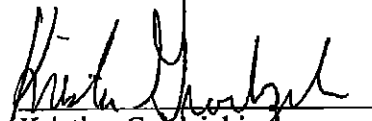

David Kraveski Date: 12/7/2022
Undersecretary OLR

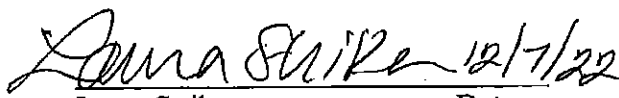

Andrew Matthews, Esq Date: 12/07/22
CSPU Executive Director

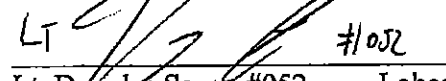

Colonel Stavros Mellekas Date: 12-7-2022
Deputy Commissioner DESPP


Todd Fedigan Date: 12-7-22
CSPU President


Eric Peterson Date: 12/7/2022
Labor Relations Specialist (OLR)


Kristina Grodzicki Date: 12/7/22
Labor Relations Program Manager


Laura Striker Date: 12/7/22
Relations Specialist DESPP


Lt. Douglas Sauve #052 Date: 12/7/22
Labor C.O. DESPP Labor Relations

OFFICE OF POLICY AND MANAGEMENT
Cost Estimate of Contract
Dated December 7, 2022

Bargaining Unit: Connecticut State Police Union (NP-1)
 Period of Contract: July 1, 2022 through June 30, 2026

Number of Full Time Employees: All Funds 888
 General Fund 888

Total Annual Wages (26 pay periods) All Funds: \$79,363,062

	Salary	Annualized Basis (26 Pay Periods for All Years)			
		Percent Increase			
Average Annual - All Funds:		Gen'l Wage	*YOS &	Other	Total
Prior to New Contract:	\$89,373	Increase	Lump Sums		
1st Year Contract: 2022-2023	\$98,075	2.50%	1.11%	6.13%	9.74%
2nd Year Contract: 2023-2024	\$100,876	2.50%	2.81%	-2.29%	3.03%
3rd Year Contract: 2024-2025	\$105,727	2.50%	2.32%	0.00%	4.82%
4th Year Contract: 2025-2026	\$107,075	0.00%	1.12%	0.07%	1.19%

FULL-TIME COMPENSATION SUMMARY

	Prior to Agreement	1st Year 2022-23	2nd Year 2023-24	3rd Year 2024-25	4th Year 2025-26	Annualized
All Funds Total Wages and Related Items	\$79,363,062	\$7,727,841	\$10,214,934	\$14,522,350	\$15,719,417	\$15,719,417
Fringe Benefits Value of Current Items		\$3,264,240	\$4,314,788	\$6,134,241	\$6,639,882	\$6,639,882
TOTAL WAGES AND BENEFITS		\$10,992,081	\$14,529,721	\$20,656,591	\$22,359,299	\$22,359,299

*In accordance with the April 29, 2019, interest arbitration award in the matter of State of Connecticut and Connecticut State Police Union Case No. 2019-SBA-3 NP-1, on June 30, 2022, the step pay plan converted to a years of service (YOS) plan. While the YOS plan was not modified as part of this contract, the fiscal impact of the YOS plan is reflected on this cost sheet.

OFFICE OF POLICY AND MANAGEMENT
Cost Estimate of Contract
Dated December 7, 2022

	All Funds Requirement				
	2022-2023	2023-2024	2024-2025	2025-2026	Annualized
Fiscal Year 2022-2023					
(1) 2.50% GWI Effective 7/1/2022 - Retroactive	\$ 1,949,612	\$ 1,949,612	\$ 1,949,612	\$ 1,949,612	\$ 1,949,612
(2) Top step 2% Lump Sum Payment - Retroactive	\$ 879,162	\$ 978,751	\$ 1,154,476	\$ 1,212,289	\$ 1,212,289
(3) One-time \$3,500 Lump Sum Payment	\$ 3,108,000	\$ -	\$ -	\$ -	\$ -
(4) Eliminate Pay Plan Steps One & two	\$ 125,007	\$ 464,311	\$ 464,311	\$ 464,311	\$ 464,311
(5) Increase Shift Differential to \$1 per hour increase trainee rate to 10% below adjusted year one trooper pay plan or if the recruit has 2 or more years of prior experience, start at year two of the trooper pay plan.	\$ 261,973	\$ 261,973	\$ 261,973	\$ 261,973	\$ 261,973
(7) Add Juneteenth Independence Day as State Holiday (OT Backfill)	\$ 471,790	\$ 500,965	\$ 524,441	\$ 530,598	\$ 530,598
(8) Remove Stress Reduction Funding	\$ (25,354)	\$ (25,354)	\$ (25,354)	\$ (25,354)	\$ (25,354)
(9) Increase Safety Shoe & Equipment Stipend to \$150	\$ 22,200	\$ 22,200	\$ 22,200	\$ 22,200	\$ 22,200
(10) Add New Annual \$500 Health and Wellness Stipend	\$ 444,000	\$ 444,000	\$ 444,000	\$ 444,000	\$ 444,000
(11) Increase Cleaning Stipend to \$650	\$ 18,000	\$ 18,000	\$ 18,000	\$ 18,000	\$ 18,000
(12) Add \$100 monthly Hazardous Duty Stipend for employees assigned to the Fire Explosion Investigations Unit (FEIU)	\$ 10,800	\$ 10,800	\$ 10,800	\$ 10,800	\$ 10,800
(13) Increase Tuition Reimbursement Fund to \$90K	\$ 10,000	\$ 10,000	\$ 10,000	\$ 10,000	\$ 10,000
(14) Increase Training Fund set aside to \$50K	\$ 15,000	\$ 15,000	\$ 15,000	\$ 15,000	\$ 15,000
(15) Increase Field Training Officer Compensation to Two Hours Per Shift	\$ 282,251	\$ 299,705	\$ 313,749	\$ 317,432	\$ 317,432
(16) Add New Annual \$500 Lump Sum Payment for Bachelor of Arts or Master's degree (Estimated 35%)	\$ 155,400	\$ 155,400	\$ 155,400	\$ 155,400	\$ 155,400
SUBTOTAL AGREEMENT ITEMS - 1st YEAR	\$ 7,727,841	\$ 5,937,597	\$ 6,175,794	\$ 6,305,804	\$ 6,305,804
Fiscal Year 2023-2024					
(1) 2.50% GWI Effective 7/1/2023	\$ -	\$ 2,063,916	\$ 2,063,916	\$ 2,063,916	\$ 2,063,916
(2) Years of Service Plan per April 29, 2019 Interest Arbitration Award	\$ -	\$ 2,213,421	\$ 2,213,421	\$ 2,213,421	\$ 2,213,421
SUBTOTAL AGREEMENT ITEMS - 2nd YEAR	\$ -	\$ 4,277,337	\$ 4,277,337	\$ 4,277,337	\$ 4,277,337
Fiscal Year 2024-2025					
(1) 2.50% GWI Effective 7/1/2024	\$ -	\$ -	\$ 2,170,849	\$ 2,170,849	\$ 2,170,849
(2) Years of Service Plan per April 29, 2019 Interest Arbitration Award	\$ -	\$ -	\$ 1,898,371	\$ 1,898,371	\$ 1,898,371
SUBTOTAL AGREEMENT ITEMS - 3rd YEAR	\$ -	\$ -	\$ 4,069,220	\$ 4,069,220	\$ 4,069,220
Fiscal Year 2025-2026					
(1) GWI wage reopener	\$ -	\$ -	\$ -	\$ -	\$ -
(2) Years of Service Plan per April 29, 2019 Interest Arbitration Award	\$ -	\$ -	\$ -	\$ 1,067,057	\$ 1,067,057
SUBTOTAL AGREEMENT ITEMS - 4th YEAR	\$ -	\$ -	\$ -	\$ 1,067,057	\$ 1,067,057
TOTAL CONTRACT ITEMS - ALL FUNDS	\$ 7,727,841	\$ 10,214,934	\$ 14,522,350	\$ 15,719,417	\$ 15,719,417
FRINGE ANALYSIS					
Social Security 6.20%	6.20%	\$479,126	\$633,326	\$900,386	\$974,604
Medicare 1.45%	1.45%	\$112,054	\$148,117	\$210,574	\$227,932
Unemployment 0.18%	18.00%	\$1,391,011	\$1,838,698	\$2,614,023	\$2,829,495
SERS Hazardous Duty Cost 13.59%	13.59%	\$1,050,214	\$1,388,209	\$1,973,587	\$2,136,269
OPEB Contribution 3%	3.00%	\$231,835	\$306,448	\$435,671	\$471,583
TOTAL FRINGE IMPACT	42.2%	\$3,264,240	\$4,314,788	\$6,134,241	\$6,639,882
TOTAL COST OF CONTRACT - ALL FUNDS		\$10,992,081	\$14,529,721	\$20,856,591	\$22,359,299