

Prioritize the State's Expenditures
 Republican Options for Consideration
 Fall Deficit Mitigation Special Session - 2015
 (in millions)

Option	FY 2016	FY 2017
Divert the excess funding from the MRSA without reducing funding to municipalities by one cent	94.6	(30.0)
Give the Governor the authority to the \$93.1 million unallocated executive lapse	93.1	-
Offer a Retirement Incentive Program with three years of credit	79.9	95.6
Reduce funding for various appropriations	41.2	29.3
Accept a portion of the Governor's Rescissions (all non-hospital, non-development disabled, and non-mental health services)	26.6	-
Create an Office of Overtime Accountability	10.0	50.0
Reduce various accounts by 4%	7.5	-
Modify Corporation Tax to sales only single factor apportionment for all "C" corporations	6.2	10.3
Identify savings from Governor's delay of managers raises	5.9	5.9
Require Increased Efficiencies at Southbury Training School	5.0	7.5
Remove OPM independently provided additional funding for nursing home enhancements	4.8	4.8
Remove funding for 39 new GF positions created in the budget that are not school related nor supported with revenue	4.3	4.5
Eliminate Energy Star Sales Tax Exemption eff. 1/1/2016	3.6	7.5
Reduce Citizens Election Program grants by 20%	2.2	6.6
Eliminate single taxpayer exemption under the Public Utilities Control Tax	1.9	3.7
Reduce funding for legislative franking	1.0	1.0
Eliminate venue specific admissions tax exemptions (XL Center, Bridgeport Harbor Yard and Webster Bank Arena) eff. 1/1/2016	1.0	2.0
Eliminate state support of legislative commissions - effectively state taxpayer-funded lobbyists eff. 4/1/2016	0.9	2.8
Consolidate juvenile justice functions currently under DCF into Judicial's Court Support Services Division	0.8	2.5
Exempt employees in the state for less than 15 days by providing a Personal Income Tax short term exemption	-	-
Modify the implementer to make the \$6 billion exemption effective retroactive to 1/1/2015	-	-
Enact legislation explicitly stating that propane generators are exempt from the Petroleum Gross Receipts Tax	(0.1)	(0.1)
Implement the Governor's Tax Credit proposal R&D, R&E and URA tax credits	(2.7)	(13.5)
Eliminate Unitary Combined Reporting	(14.9)	(23.7)
Total Potential Options	372.8	166.8

Prioritize the State's Expenditures
Recommended Reductions to Appropriations

Agency	Account	Amount Remaining	FY 2015 reduction	FY 2016 Proposed Reduction	FY 2017 reduction	FY 2017 Proposed Reduction
AES	Lake Pocopataug Water Quality	100,000	20,000	20%	40,000	40%
CEQ	Personal Services		106,421	Eliminate the CEQ	182,657	Eliminate the CEQ
CEQ	Other Expenses		1,624	Eliminate the CEQ	1,789	Eliminate the CEQ
DAG	Urban Oaks & Auer Farm	60,000	12,000	20%	24,000	40%
DAG	New Haven Land Trust	50,000	10,000	20%	20,000	40%
DAS	Management Services	3,342,529	167,126	5%	334,253	10%
DAS	Rents & Moving	5,198,860	250,000	OFA available from garage lease savings	250,000	Same as FY 2016
DAS	Workers Comp Administrator		246,250	OFA available from contract renegotiation	246,250	Same as FY 2016
DAS	Conn. Education Network	2,555,206	127,760	5%	255,521	10%
DCF	Children's Community Program of CT, Inc.	25,000	5,000	20%	10,000	40%
DCF	St. Joseph Parenting Center	30,000	6,000	20%	12,000	40%
DCF	Funding for VETTS	142,500	28,500	20%	57,000	40%
DCF	Child First program in Middletown and Stam	160,000	160,000	20%	64,000	40%
DECD	Dream It, Do It	250,000	50,000	20%	100,000	40%
DECD	HartBeat Ensemble	25,000	5,000	20%	10,000	40%
DECD	Schooner, Inc	50,000	10,000	20%	20,000	40%
DECD	New Haven Symphony	10,000	2,000	20%	4,000	40%
DECD	Seven Angels Theater	20,000	4,000	20%	8,000	40%
DECD	Stamford Parade	50,000	10,000	20%	20,000	40%
DECD	Unified Theater	35,000	7,000	20%	14,000	40%
DEEP	New London County 4-H	40,000	8,000	20%	16,000	40%
DEEP	ABCD Weatherization	400,000	80,000	20%	160,000	40%
DEEP	Auer Farm	130,000	26,000	20%	52,000	40%
DEEP	Stonington Harbor Break-Wall	30,000	6,000	20%	12,000	40%
DOC	Inmate Medical Services	91,742,350	4,587,118	5%	9,174,235	10%
DOL	Cradle to Career	200,000	40,000	20%	80,000	40%
DOL	Connecticutcorps Program	100,000	20,000	20%	40,000	40%
DPH	New Lyme Disease Prevention Initiative	100,000	20,000	20%	40,000	40%
DSS	Person to Person in Darien	125,000	25,000	20%	50,000	40%
ECD	Statewide Marketing		3,500,000	37% reduction	2,500,000	26% reduction
ECD	Hartford Urban Arts Grant	365,026	73,005	20%	146,010	40%
ECD	New Britain Arts Alliance	60,028	12,006	20%	24,011	40%
ECD	Main Street Initiatives	144,683	144,683	Eliminate	154,328	Eliminate
ECD	Capitol Region Developmen Auth	3,303,035	600,000	Eliminate support of tennis tournament	600,000	Eliminate support of tennis tournament
ECD	Neighborhood Music School	120,057	24,011	20%	48,023	40%
ECD	Nutmeg Games	60,872	12,174	20%	24,349	40%
ECD	Bridgeport Discovery Museum	300,134	60,027	20%	120,054	40%
ECD	National Theatre for the Deaf	120,053	24,011	20%	48,021	40%
ECD	CT Science Center	200,739	40,148	20%	80,296	40%
ECD	Ct Flagship Producing Theaters	396,253	79,251	20%	158,501	40%
ECD	Women's Business Center	374,063	74,813	20%	149,625	40%
ECD	Performing Arts Centers	1,200,529	1,200,529	Eliminate	1,298,792	Eliminate
ECD	Performing Theaters Grant	468,270	401,532	Eliminate	505,904	Eliminate
ECD	Arts Commission	1,485,474	1,485,474	Eliminate	1,622,542	Eliminate
ECD	Art Museum Consortium	437,964	437,964	Eliminate	473,812	Eliminate
ECD	CT Invention Convention	18,703	3,741	20%	7,481	40%
ECD	Litchfield Jazz Festival	44,532	8,906	20%	17,813	40%
ECD	Connecticut River Museum	23,750	4,750	20%	9,500	40%
ECD	Arte Inc.	23,750	4,750	20%	9,500	40%
ECD	CT Virtuosi Orchestra	23,750	4,750	20%	9,500	40%
ECD	Barnum Museum	23,750	4,750	20%	9,500	40%
ECD	Greater Hartford Arts Council	84,533	16,907	20%	33,813	40%
ECD	Stepping Stone Child Museum	35,104	7,021	20%	14,042	40%
ECD	Maritime Center Authority	462,950	92,590	20%	185,180	40%
ECD	Amistad Committee for the Free	37,539	7,508	20%	15,016	40%
ECD	Amistad Vessel	101,966	20,393	20%	40,786	40%
ECD	New Haven Festival of Arts and	631,856	126,371	20%	252,742	40%
ECD	New Haven Arts Council	75,033	15,007	20%	30,013	40%
ECD	Beardsley Zoo	310,780	62,156	20%	124,312	40%
ECD	Mystic Aquarium	191,404	38,281	20%	76,562	40%
ECD	Twain/Stowe Homes	93,921	18,784	20%	37,568	40%
ECD	Cultural Alliance of Fairfield	75,033	15,007	20%	30,013	40%
JUD	Remove Additional Funding for JJPOC	100,000	20,000	20%	40,000	40%
OLM	Personal Services		700,000	Eliminate Office of Program Review	1,400,000	Eliminate Office of Program Review
OLM	Other Expenses		250,000	Place OLM security system on stand-by	500,000	Place OLM security system on stand-by
OLM	Interim Salary Caucus Offices	590,328	590,328	Eliminate	590,328	Eliminate
OLM	Education Strategic Plan	150,000	30,000	20%	60,000	40%
OLM	Intern Program	4,478	896	20%	1,791	40%
OLM	Appropriations Committee Accountability	20,000	4,000	20%	8,000	40%
OPM	Litigation Settlement	3,051,836	1,525,918	50%		
OPM	Auto Bud Sys & Data Base Link	37,487	37,487	Eliminate	47,221	Eliminate
OPM	Reserve For Salary Adjustments	24,023,206	20,000,000	Per OFA no additional payouts, only accruals	-	no reduction
OPM	Personal Services		306,500	Eliminate 4 Undersecretary positions	623,175	Eliminate 4 Undersecretary positions
SDE	New Earmarked Health Foods Initiative	20,000	4,000	20%	8,000	40%
SDE	New Haven Reads	80,000	16,000	20%	32,000	40%
SDE	New Career Pathways Collaborative	250,000	50,000	20%	100,000	40%
SDE	New Family Resource Center	110,000	22,000	20%	44,000	40%
SDE	Earmarked Monies for East Hartford Magnet	915,084	183,017	20%	366,034	40%
SDE	New Program iCare in Middletown	25,000	5,000	20%	10,000	40%
SDE	Eli Whitney Pilot Program	250,000	50,000	20%	100,000	40%
SDE	SCHOTT Foundation	100,000	20,000	20%	40,000	40%
SDE	School-Based Diversion Initiative	1,000,000	250,000	new program, hasn't started yet	-	no reduction
SDE	Interdistrict Cooperation	4,902,482	2,451,241	50%	4,902,482	40%
SOS	Board of Accountancy	181,725	150,000	Eliminate eff. 1/1/2016	301,941	Eliminate
			41,200,483		29,330,286	

Prioritize the State's Expenditures
4% Reduction to Appropriations

Agency	SID Description	FY 16 Appropriations	Available Balance	4% Reduction
Agricultural Experiment Station	Equipment	10,000	-	374
Agricultural Experiment Station	Mosquito Control	503,987	-	19,039
Agricultural Experiment Station	Wildlife Disease Prevention	98,515	-	3,941
Auditors of Public Accounts	Equipment	10,000	1,850	120
Commission on Human Rights and Opportunities	Martin Luther King, Jr. Commission	6,318	1,860	175
Department of Administrative Services	IT Services	14,315,087	419,504	547,234
Department of Administrative Services	Refunds Of Collections	25,723	-	1,014
Department of Administrative Services	State Insurance and Risk Mgmt Operations	13,683,019	-	539,111
Department of Children and Families	Neighborhood Center	250,414	12,520	9,015
Department of Correction	Program Evaluation	289,781	-	11,012
Department of Correction	Stress Management	-	-	2,600
Department of Correction	Volunteer Services	154,410	-	5,868
Department of Economic and Community Development	Capital Region Development Authority	7,864,370	3,300,000	310,575
Department of Economic and Community Development	CCAT-CT Manufacturing Supply Chain	843,013	36,612	30,570
Department of Economic and Community Development	CONNSTEP	495,712	-	18,837
Department of Economic and Community Development	Development Research and Economic Assist	121,095	-	4,602
Department of Economic and Community Development	Hydrogen/Fuel Cell Economy	153,671	8,750	5,490
Department of Economic and Community Development	Office of Military Affairs	216,598	43,199	6,409
Department of Economic and Community Development	Small Business Incubator Program	339,916	19,354	12,143
Department of Economic and Community Development	Tourism Districts	1,260,788	-	47,910
Department of Economic and Community Development	Women's Business Center	393,750	-	14,963
Department of Education	Adult Education Action	240,687	-	9,627
Department of Education	After School Program	5,363,286	-	214,531
Department of Education	Alternative High School and Adult Reading In	185,000	-	7,030
Department of Education	American School For The Deaf	9,992,840	-	399,714
Department of Education	Bilingual Education	2,991,130	-	119,645
Department of Education	Bridges to Success	242,479	-	9,214
Department of Education	Commissioner's Network	12,800,000	-	512,000
Department of Education	Common Core	5,906,250	-	232,706
Department of Education	CommPACT Schools	350,000	-	13,300
Department of Education	Connecticut Pre-Engineering Program	246,094	-	9,844
Department of Education	Connecticut Writing Project	69,375	-	2,636
Department of Education	Development of Mastery Exams Grades 4, 6,	15,149,111	-	595,061
Department of Education	Health and Welfare Services Pupils Private Sc	3,867,750	-	152,389
Department of Education	K-3 Reading Assessment Pilot	2,869,949	-	114,798
Department of Education	Leadership, Education, Athletics in Partnersh	681,329	-	25,891
Department of Education	Longitudinal Data Systems	1,190,700	-	45,247
Department of Education	New or Replicated Schools	339,000	-	13,357
Department of Education	Parent Trust Fund Program	468,750	-	17,813
Department of Education	Resource Equity Assessments	157,560	-	6,302
Department of Education	Wrap Around Services	19,375	-	775
Department of Education	Young Parents Program	229,330	-	9,173
Department of Emergency Services and Public Protection	Connecticut State Firefighter's Association	194,711	-	7,788
Department of Emergency Services and Public Protection	Equipment	93,990	-	3,703
Department of Emergency Services and Public Protection	Fire Training School - Derby	29,559	-	1,123
Department of Emergency Services and Public Protection	Fire Training School - Fairfield	49,164	-	1,868
Department of Emergency Services and Public Protection	Fire Training School - Hartford	97,989	-	3,724
Department of Emergency Services and Public Protection	Fire Training School - Middletown	29,299	-	1,113

Agency	SID Description	FY 16 Appropriations	Available Balance	4% Reduction
Department of Emergency Services and Public Protection	Fire Training School - New Haven	39,426	-	1,498
Department of Emergency Services and Public Protection	Fire Training School - Stamford	29,342	-	1,115
Department of Emergency Services and Public Protection	Fire Training School - Torrington	59,034	-	2,243
Department of Emergency Services and Public Protection	Fire Training School - Willimantic	98,079	-	3,727
Department of Emergency Services and Public Protection	Fire Training School - Wolcott	68,810	-	2,615
Department of Emergency Services and Public Protection	Fleet Purchase	6,183,375	-	243,625
Department of Emergency Services and Public Protection	Maintenance of County Base Fire Radio Netw	23,918	-	909
Department of Emergency Services and Public Protection	Maintenance of State-Wide Fire Radio Netw	15,919	-	605
Department of Emergency Services and Public Protection	Police Association of Connecticut	190,000	-	7,600
Department of Emergency Services and Public Protection	Stress Reduction	25,354	-	1,014
Department of Energy and Environmental Protection	Clean Air	4,455,103	110,335	168,410
Department of Energy and Environmental Protection	Connecticut River Valley Flood Control Comn	32,395	-	1,296
Department of Energy and Environmental Protection	Conservation Districts & Soil and Water Cour	266,250	1,688	10,050
Department of Energy and Environmental Protection	Dam Maintenance	142,981	-	5,602
Department of Energy and Environmental Protection	Emergency Spill Response	7,278,320	79,539	276,108
Department of Energy and Environmental Protection	Environmental Conservation	9,083,811	-	357,912
Department of Energy and Environmental Protection	Environmental Quality	10,047,411	-	396,397
Department of Energy and Environmental Protection	Interstate Environmental Commission	48,783	-	1,922
Department of Energy and Environmental Protection	Laboratory Fees	151,683	-	5,673
Department of Energy and Environmental Protection	Mosquito Control	272,597	-	10,825
Department of Energy and Environmental Protection	New England Interstate Water Pollution Corr	28,827	-	1,136
Department of Energy and Environmental Protection	Northeast Interstate Forest Fire Compact	3,295	-	132
Department of Energy and Environmental Protection	Solid Waste Management	3,384,724	-	132,831
Department of Energy and Environmental Protection	State Superfund Site Maintenance	481,918	64,179	15,457
Department of Energy and Environmental Protection	Thames River Valley Flood Control Commissi	48,281	-	1,931
Department of Energy and Environmental Protection	Underground Storage Tank	1,040,293	34,665	39,476
Department of Rehabilitation Services	Connecticut Radio Information Service	78,055	-	2,966
Department of Rehabilitation Services	Independent Living Centers	495,637	-	18,834
Department of Rehabilitation Services	Part-Time Interpreters	1,522	-	58
Department of Rehabilitation Services	Special Training for the Deaf Blind	286,581	-	7,165
Department of Rehabilitation Services	Supplementary Relief and Services	93,515	-	3,554
Department of Veterans' Affairs	SSMF Administration	593,310	-	23,732
Division of Criminal Justice	Cold Case Unit	277,119	-	10,345
Division of Criminal Justice	Expert Witnesses	330,000	154,915	6,145
Division of Criminal Justice	Training And Education	56,499	8,674	1,766
Governor's Office	National Governors' Association	126,469	-	4,730
Governor's Office	New England Governors' Conference	106,209	-	3,972
Labor Department	Spanish-American Merchants Association	500,531	28,500	18,881
Labor Department	STRIDE	518,094	35,715	19,295
Labor Department	STRIVE	237,094	13,500	8,944
Labor Department	Veterans' Opportunity Pilot	526,875	-	21,001
Office of Early Childhood	Children's Trust Fund	11,206,751	-	448,270
Office of Early Childhood	Community Plans for Early Childhood	703,125	-	26,719
Office of Governmental Accountability	Board of Firearms Permit Examiners	127,959	-	4,976
Office of Governmental Accountability	Child Fatality Review Panel	107,668	-	4,167
Office of Governmental Accountability	Contracting Standards Board	314,368	-	12,196
Office of Governmental Accountability	Elections Enforcement Commission	3,624,215	-	142,119
Office of Governmental Accountability	Freedom of Information Commission	1,726,320	-	67,497
Office of Governmental Accountability	Information Technology Initiatives	31,588	-	1,181
Office of Governmental Accountability	Judicial Review Council	146,265	-	5,708
Office of Governmental Accountability	Judicial Selection Commission	93,100	-	3,613

Agency	SID Description	FY 16 Appropriations	Available Balance	4% Reduction
Office of Governmental Accountability	Office of State Ethics	1,580,644	-	61,792
Office of Governmental Accountability	Office of the Child Advocate	714,642	-	27,867
Office of Governmental Accountability	Office of the Victim Advocate	462,544	-	18,088
Office of Higher Education	Alternate Route to Certification	97,720	-	3,713
Office of Higher Education	Minority Advancement Program	2,188,526	-	87,243
Office of Higher Education	Minority Teacher Incentive Program	447,806	-	17,912
Office of Higher Education	National Service Act	295,904	-	11,836
Office of Policy and Management	Automated Budget System and Data Base Lir	46,600	-	1,743
Office of Policy and Management	Justice Assistance Grants	1,008,740	-	39,616
Office of Policy and Management	Project Longevity	1,000,000	-	40,000
Secretary of the State	Commercial Recording Division	5,658,728	-	218,065
State Library	Computer Access	169,219	-	6,430
State Library	Connecticard Payments	900,000	-	34,200
State Library	Connecticut Humanities Council	1,921,643	-	73,022
State Library	Grants To Public Libraries	190,846	-	7,252
State Library	Interlibrary Loan Delivery Service	282,393	-	11,222
State Library	Legal/Legislative Library Materials	737,431	-	28,022
State Library	State-Wide Digital Library	1,865,494	-	70,889
State Library	Support Cooperating Library Service Units	185,844	-	7,434
University of Connecticut	Kirklyn M. Kerr Grant Program	400,000	-	16,000
University of Connecticut Health Center	AHEC	427,576	-	16,197
				7,477,860

Republican Options for Consideration
Proposal to Equalize the Distribution of State Employee Retirement Expenditures
Discussion Items for SEBAC

	<u>FY 2016</u>	<u>FY 2017</u>	<u>FY 2018</u> and thereafter
<u>Personal Services Items Requiring SEBAC Approval</u>			
<p>Increase Current Employee Pension Contributions</p> <p>Currently, hazardous duty employees in Tiers II and IIA contribute 4% and 5%, respectively, towards the State Employees Retirement System (SERS) Plan, while other Tier II employees contribute nothing and Tier IIA employees contribute 2%. Other New England states have an average employee contribution rates of 6.93% for non-hazardous duty. This proposal recommends making all non-hazardous state employees regardless of what tier they are in to pay 4% of their salary towards their pension benefit. OFA estimates that this requirement would increase employee contributions to the SERS fund by \$74.8 million in FY 2017. Actuaries would need to determine the reduction to the ARC as a result of this increased revenue source.</p> <p>Estimated Savings Would Need to Be Generated by the Actuaries</p>	-	-	-
<p>Cap Cost of Living Adjustments</p> <p>For future retirees set COLAs with a minimum of 0% up to a maximum of 3%</p> <p>Estimated Savings Would Need to Be Generated by the Actuaries</p>	-	-	-
<p>Calculate Final Average Salary Computation off of Base Salary Only</p> <p>The Office of Fiscal Analysis estimates that had pension payments been excluded from the Final Average Salary calculation for those that retired in FY 2015, that pension benefits would have been reduced by \$7.3 million.</p> <p>Estimated Savings Would Need to Be Generated by the Actuaries</p>	-	-	-
<p>Transition Part-Time, Temporary, and Seasonal Workers to the FICA Alternate Retirement Program</p> <p>Source of Estimated Savings: Office of Fiscal Analysis, assumed effective date 4/1/2016</p>	2,250,000	9,000,000	9,000,000
<p>Transition New State Employees to a Defined Contribution/Defined Benefit Plan Similar to Rhode Island</p> <p>Estimated Savings Would Need to Be Generated by the Actuaries</p>	-	-	-
<p>Suspend Longevity Payments</p> <p>This proposal suspends longevity payments in April 2016 and thereafter</p> <p>Source of Estimated Savings: Office of Fiscal Analysis</p>	9,900,000	19,800,000	19,800,000
<p>Increase State Employee Health Premiums</p> <p>This proposal would increase the health premiums that active state employee's pay by 10% to approximately 15%.</p> <p>Source of Estimated Savings: Office of Fiscal Analysis, assumed effective date 4/1/2016</p>	1,415,385	5,653,846	5,653,846
<p>Increase State Employee Dental Premiums by 10%</p> <p>Source of Estimated Savings: Office of Fiscal Analysis</p>	89,250	357,000	357,000
<p>Increase Current Prescription Drug Co-Pays for State Employees and Retirees</p> <p>The savings included in this proposal contain both GF and STF savings.</p> <p>Source of Estimated Savings: Office of Fiscal Analysis, assumed effective date 4/1/2016</p>	2,800,000	11,200,000	11,200,000
<p>Only Provide COLAs for State Employees in FY 2017</p> <p>Under this recommendation, state employees would only receive a COLA increase in FY 2017 and would not receive merit increases, step increases or annual increments.</p> <p>Source of Estimated Savings: Office of Fiscal Analysis</p>	-	34,813,446	60,977,231
Total - Examples of Possible Labor Savings	16,454,635	80,824,292	106,988,077
<p>Labor concessions that were not recommended:</p> <p>Eliminating COLAs for retirees or setting at a low rate like 1% annually</p> <p>A hard wage freeze in FY 2017</p> <p>Eliminating premium payment for Medicare Part B for retirees</p> <p>Furloughs</p> <p>Establishing premium assistance for retirees</p>			

Allowing the State to Effectively Manage Our Employees Proposed Modifications to Individual Labor Contracts

General Modifications – Language to be Included in all Contracts

- Collectively bargain language that allows individuals who are ranked higher than the position in question to fill in for that position in question rather than requiring the state to pay for overtime expenses. This will get at the recent experience of the DOC where the agency wanted a lieutenant which is ranked higher than a sergeant to fill in for a sergeant for a shift rather than calling someone in for overtime. The union grieved and won thereby preventing the agency from managing their personnel in a cost-effective way.
- Throughout all labor contracts eliminate language that provides for double time for mandated overtime hours and pay all overtime at time and a half. Having a higher rate for mandated overtime results in individuals purposefully not volunteering for overtime since they know that they will be paid more when the agency is not able to find anyone to volunteer.

Specific Modifications Sought to Individual Labor Contracts

- NP1 State Police – Modify article 7, section 7 to allow employees to accrue compensatory time beyond the current language that allows for compensatory time to only accrue when working on holidays. Allowing employees to accrue and take compensatory time will result in reduced overtime expenditures of this agency.
- NP1 State Police – Delete or modify article 17, section 11 which states that employees can volunteer for non-emergency overtime in order of seniority. Volunteering for overtime should be done on a first come, first serve basis.
- NP1 State Police – Delete or modify sections 5, 9, 10 and 11 of article 19 which pays state police officers who are assigned for any duty, for instance a Resident State Trooper, an additional \$100 per month on top of their normal salary.
- NP1 State Police – Delete section 2 of article 30 which effectively results in troopers being paid 2.5 times when their regular schedule requires them to work on a 'premium' holiday. This was a recent addition to their contract which allows for time and a half plus a day off for working their regular schedule.
- NP2 Maintenance and Service – Delete section 3 or article 18 which states "No change in work schedules can be made for the primary purpose of avoiding overtime payment."
- NP2 Maintenance and Service – Modify section 10 of article 18 to delete the following "employer must not reschedule or change an employee's shift or days off to avoid overtime."
- NP2 Maintenance and Service – Modify the following stipulation regarding three hours from section 15 of article 18 "*Employees working under emergency conditions must not be released from work within three hours of their normal starting time*" (i.e., sent home and have to return three hours later for a regularly scheduled shift) and must be assigned productive work. The three hour stipulation should be reduced to two.
- NP2 Maintenance and Service – Modify the following from section 16 of article 18 "Employees who are required to report for overtime must be assigned at least four hours of work before being released (sent home). If they are called back within two hours of being released (1) they must be paid as if they were never released and (2) the four-hour minimum re-starts when the employee was released." The four hour stipulation should be reduced to two.
- NP3 Administrative Clerical – Modify section 9 of article 17 which requires that for purposes of computing eligibility for overtime pay, the total number of hours in a week worked must include any hours for which the employee receives his or her regular pay, such as sick leave, personal

Allowing the State to Effectively Manage Our Employees
Proposed Modifications to Individual Labor Contracts

leave, vacation time, or holidays. Require that employees work 40 of regular time before accruing overtime.

- NP3 Administrative Clerical – Modify the following four hour requirement as contained in section 9 of article 17 which states that “Employees who have left work at the end of their scheduled work shift and are called back to work must receive at least four hours of overtime.” The four hour stipulation should be reduced to two.
- NP4 Correctional Officers – Eliminate mandatory staffing requirements which was set in previous administrative policies but that the union believes is ‘current practice’ and therefore needs to be changed through collective bargaining. The policy, last reiterate on December 4, 2003 minimizes the agency’s ability to manage its staff by stating that each shift needs to be started with a full compliment of staff regardless of how many inmates are located at each facility. The memo also states that planned trips cannot be filled by utilizing pull or shut down posts. The contract should clearly state that the agency has full discretion in how they will manage their facility that will provide the security and safety of both employees and inmates.
- NP4 Correctional Officers – Modify work schedule from 5 days on and 3 days off to 5 days on 2 days off for CRCI 1st shift, Enfield CI 1st shift, Osborn CI 1st shift, and Manson Youth 1st/2nd/3rd shift. The 5 days on 2 days off schedule is used for correctional officers employed at all other correctional facilities. This change alone will save the state \$3 million annually.
- NP4 Correctional Officers – In section 1 of article 14 increase the normal work week from 36.25 hours to 40 hours. This will allow the agency to better schedule and manage their employees.
- NP4 Correctional Officers – Modify the following four hour requirement as contained in section 3 of article 15 which states “Employees called back to work after completing their regular shift must be paid for at least four hours at the overtime rate.” The four hour stipulation should be reduced to two.
- NP4 Correctional Officers – Delete section 10 of article 15 which states “Except in emergency situations, only employees assigned to a work unit for normal operations can work overtime in that work unit.”
- NP5 Protective Services – Modify the following provisions to only pay overtime for actual overtime worked. *Employees who are called back after completing their scheduled work shift must be paid for at least two hours of overtime pay (e.g., a worker who works one extra hour is paid for two hours overtime). If they work for the next two hours they must be paid for at least four hours of overtime (e.g., a worker who works three extra hours is paid four hours of overtime.)* Pay for work beyond four hours is based on actual hours worked (e.g., a worker who works five extra hours is paid five hours of overtime). The minimum overtime pay begins when the employee is called (Art. 18, sec. 4). Establish a minimum of two hours of overtime pay with the pay for work beyond three hours based on actual hours worked.
- NP6 and P1 Paraprofessional Health Care and Professional Health Care – Delete section 7 of article 13 which states “Once a work schedule has been posted, the employer must not reschedule an individual’s day off or work hours with the intent to avoid overtime payment.”
- NP6 and P1 Paraprofessional Health Care and Professional Health – Delete article 47 which states “Whenever the employer closes a facility early or opens late due to unusual weather or other circumstances, employees who are deemed essential and cannot be released or arrive late must be paid time-and-a-half for their work hours during the release period.”
- P4 Engineering, Scientific and Technical - Modify the following four hour requirement as contained in section 2 of article 17 which states “*Employees who have left work after their scheduled shift and are called back must receive a minimum of four hours overtime.*” The four hour stipulation should be reduced to two.

Allowing the State to Effectively Manage Our Employees
Proposed Modifications to Individual Labor Contracts

- P5 Administrative and Residual - Delete the following *"Employees who leave work after a scheduled shift and are called back must receive at least four hours of overtime."* (Art. 16, sec 5(c)). The four hour stipulation should be reduced to two.