Pathway to Sustainability
A long-term budgetary framework

Fiscal Year 2017 budget adjustments and 5 year plan
CONTENTS

Summary
FY 2017 Overview
5 Year Roll Out
Reduction in Debt Service
Legislative Givebacks
Municipal Aid
Providing Healthcare for the Indigent
Personal Services & State Employees
Overtime Accountability Protocols
Centralization of Legal Staff
Competitive Funding of Arts and Tourism
Reduce Central Office Staff at the Board of Regents
Eliminate Fire and Police Department at UConn Health Center
Eliminate Tax Preferences Given for Single Taxpayers
Delay Cost of Living Adjustments
Delay Special Transportation Fund Sales Tax Diversion Increase
Transportation – Prioritize Progress
Energy Savings
Other Noteworthy Long-Term Policies
Potential Labor Savings Options
Mandate Relief Proposals
Connecticut is a great state with the potential to be one of the best places to raise a family and start a business. However, years of failed fiscal policies have crippled Connecticut with out-of-control spending, looming deficits, indiscriminate social service cuts, and lack of a long-term vision for success. Within the last six years we’ve seen the two largest tax hikes in state history, only to be followed by growing budget deficits. Our state is stuck in a cycle of instability and unpredictability. Now is the time to change course.

The following budget adjustment proposal for fiscal year 2017 would close the estimated deficit of approximately $935.7 million. Equally important, this Republican plan would also implement significant policy changes in both the short and long-term to help mitigate future deficits totaling billions and put our state on a path towards prosperity in future years.

The following proposal is a holistic approach to fixing the state’s immediate financial shortfalls and strengthening our state so we are prepared to tackle larger budget challenges on the horizon. This proposal aims to restore stability and predictability to state finances, so that families and employers don’t have to live in constant fear of future painful cuts and growing tax burdens.

Highlights of the Republican FY 2017 Budget Adjustment Proposal:

- **Protects funding for social services.** We believe it is a core responsibility of government to provide social services for the most vulnerable. In order to preserve the safety net of services for the disabled, those with mental health needs, children, the elderly and those in poverty, this proposal eliminates new proposed budget cuts to direct services, including services for employment opportunities and community residential under the Department of Developmental Services.

- **Administrative reductions.** To enable the state to protect funding for core services, this budget recommends cutting other non-service accounts by 12% for a total savings of $157.5 million.

- **Restoration of support for hospitals and Medicaid.** This budget preserves all hospital funding and Medicaid reimbursement support. It does not roll forward reductions to hospitals enacted in deficit mitigation. It also further protects hospitals by moving funding outside of Medicaid. This budget also increases the Medicaid reimbursement rate for radiologists to enhance accessibility to care.

- **Municipal aid support.** This budget funds Education Cost Sharing grants at the fiscal year 2017 levels, a $7.6 million increase from 2016 and a $43.4 million increase from the Governor’s proposed budget. It also increases statutory grants to municipal aid $31.6 million over the current fiscal year, provides towns with 100% of funding for the capping of motor vehicle taxes, and implements significant municipal mandate relief.

- **Holistic short-term & long-term approach.** To address both the cause and effects of our economic situation, Connecticut must implement a mixture of policy changes and budget cuts in the short-term, as well as significant policy changes in the long-term. Cuts alone only address the immediate effect of the problem, not necessarily the cause. A mixture of cuts, policy changes and long-term structural changes are proposed in this plan, as detailed below. Savings also are rolled out for the next 5 years to show how our policies can be applied to mitigate future deficits.
# Fiscal Year 2017 Overview

## How Did We Close the FY 2017 General Fund Deficit?

<table>
<thead>
<tr>
<th>Description</th>
<th>Savings</th>
</tr>
</thead>
<tbody>
<tr>
<td>OFA Estimated FY 2017 Budget Deficit Prior to PA 16-1</td>
<td>$ 910.7</td>
</tr>
<tr>
<td>Plus: Exacerbation of FY 2017 Budget Deficit under PA 16-1</td>
<td>$ 25.0</td>
</tr>
<tr>
<td><strong>Total Budget Deficit Solved</strong></td>
<td>$ 935.7</td>
</tr>
</tbody>
</table>

### Significant Policy Modifications Resulting in Savings:

- Personal Service Savings at the Governor’s Level                           | $ 281.1  |
- 12% Reductions to Select Appropriations                                   | $ 157.5  |
- Elimination of PILOT and Sales Tax Revenue under MRSA                     | $ 117.6  |
- Net Impact of Debt Service Modifications                                  | $ 69.2  |
- Require a Hard Wage Freeze for State Employees in FY 2017                 | $ 63.6  |
- Delay the Increase in the Transfer to the STF                             | $ 51.9  |
- Reductions of Cash Balances of Various Accounts                           | $ 37.4  |
- Reductions to UConn and UCHC                                               | $ 25.5  |
- Eliminate Monies for Direct Care Workers at Nursing Homes                 | $ 17.8  |
- Reduction to CT Technical College System                                   | $ 14.1  |
- Reduction to CT State University System                                    | $ 13.6  |
- Eliminate Taxpayer Support of Political Campaigns                         | $ 11.7  |
- Closure of the UCHC Fire and Police Department                            | $ 7.6  |
- Eliminate Four Single Taxpayer Exemptions                                  | $ 5.7  |
- Increase Health Premiums for Non-Union Employees to 20%                    | $ 5.2  |
- Provide a Private Provider COLA on April 1, 2017                           | $ 3.9  |
- Limit Expansion at Charter Schools to Grade Growth                        | $ 3.5  |
- Consolidate Attorneys under the Attorney General                           | $ 3.4  |
- Policy Changes to Legislative Salary, Franking, Committees                | $ 3.3  |
- Reduce Board of Regents Central Office by Half                             | $ 3.3  |
- Creation of an Arts and Tourism Competitive Account                        | $ 3.1  |
- Eliminate the Legislative Commissions                                     | $ 2.8  |
- Increase Co-Pays for Doctor Visits for Non-Union Employees by $5           | $ 2.8  |
- Eliminate Legislative Earmarks under ECS                                  | $ 2.4  |
- Increase Co-Pays for Prescriptions for Non-Union Employees                | $ 1.6  |
- **Net All Other**                                                         | $ 26.1  |

**Total**                                                                  $ 935.7
# 5 Year Roll Out of 2017 Plan

<table>
<thead>
<tr>
<th>OFA Projected Deficit (in millions)</th>
<th>FY 2018</th>
<th>FY 2019</th>
<th>FY 2020</th>
<th>FY 2021</th>
</tr>
</thead>
<tbody>
<tr>
<td>Spending</td>
<td>$20,087</td>
<td>$20,770</td>
<td>$21,667</td>
<td>$22,612</td>
</tr>
<tr>
<td>Revenue</td>
<td>$17,972</td>
<td>$18,473</td>
<td>$19,036</td>
<td>$19,655</td>
</tr>
<tr>
<td>Surplus/(Deficit)</td>
<td>($2,115)</td>
<td>($2,297)</td>
<td>($2,631)</td>
<td>($2,957)</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$1,817</td>
<td>$2,264</td>
<td>$2,720</td>
<td>$3,092</td>
<td></td>
</tr>
<tr>
<td>Revenue Changes</td>
<td>$322.5</td>
<td>$259.1</td>
<td>$263.3</td>
<td>$280.5</td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>$2,140</td>
<td>$2,523</td>
<td>$2,983</td>
<td>$3,373</td>
<td></td>
</tr>
</tbody>
</table>

| Annual Surplus     | $25                   | $226     | $352     | $416     |
Long-Term Details

<table>
<thead>
<tr>
<th>Proposed Reductions to Spending from Current Services</th>
<th>FY 2018</th>
<th>FY 2019</th>
<th>FY 2020</th>
<th>FY 2021</th>
</tr>
</thead>
<tbody>
<tr>
<td>Annualized Personal Service Savings from FY 2017 Midterm Budget Adjustments</td>
<td>$319,800,000</td>
<td>$332,000,000</td>
<td>$357,500,000</td>
<td>$384,600,000</td>
</tr>
<tr>
<td>Annualized Savings from FY 2017 Midterm Budget Adjustments</td>
<td>$613,100,000</td>
<td>$676,400,000</td>
<td>$918,300,000</td>
<td>$1,177,000,000</td>
</tr>
<tr>
<td>Flat Fund Statutory Municipal Aid</td>
<td>$210,414,891</td>
<td>$298,350,062</td>
<td>$388,594,175</td>
<td>$481,863,740</td>
</tr>
<tr>
<td>Reduce GO Bond Issuance to $1.2 billion Annually</td>
<td>$196,225,000</td>
<td>$306,812,500</td>
<td>$406,375,000</td>
<td>$395,562,500</td>
</tr>
<tr>
<td>Roll Suspend for FY 2017 the Automatic Allocations of UCONN and CSU</td>
<td>$33,863,180</td>
<td>$33,031,960</td>
<td>$32,200,740</td>
<td>$31,369,520</td>
</tr>
<tr>
<td>Realize Savings from the Closure of CJTS</td>
<td>$38,300,000</td>
<td>$39,800,000</td>
<td>$41,600,000</td>
<td>$43,400,000</td>
</tr>
<tr>
<td>Realize Savings from the Privatization of Inmate Medical Services</td>
<td>$7,900,000</td>
<td>$8,137,000</td>
<td>$8,381,110</td>
<td>$8,632,543</td>
</tr>
<tr>
<td>Remove Inflation Due to Efficiencies</td>
<td>$86,400,000</td>
<td>$90,350,000</td>
<td>$87,660,000</td>
<td>$90,289,800</td>
</tr>
<tr>
<td>Assumed Wage Freeze Through FY 2019</td>
<td>$286,300,000</td>
<td>$453,800,000</td>
<td>$453,800,000</td>
<td>$453,800,000</td>
</tr>
<tr>
<td>Assumed Overtime Savings from Modifications to Individual Labor Contracts</td>
<td>$20,000,000</td>
<td>$20,000,000</td>
<td>$20,000,000</td>
<td>$20,000,000</td>
</tr>
<tr>
<td>Increase Co-Pays and Premium Assistance to Non-Union Employees</td>
<td>$4,716,769</td>
<td>$5,009,209</td>
<td>$5,324,789</td>
<td>$5,660,250</td>
</tr>
</tbody>
</table>

$1,817,019,840 $2,263,690,731 $2,719,735,814 $3,092,178,353

<table>
<thead>
<tr>
<th>Proposed Modifications to Revenue</th>
<th>FY 2018</th>
<th>FY 2019</th>
<th>FY 2020</th>
<th>FY 2021</th>
</tr>
</thead>
<tbody>
<tr>
<td>Enact Republican Prioritize Progress-Fund Increased Transportation Projects with GO Bonds</td>
<td>$113,640,000</td>
<td>$100,980,000</td>
<td>$91,720,000</td>
<td>$93,560,000</td>
</tr>
<tr>
<td>Eliminate Municipal Revenue Sharing Account</td>
<td>$361,600,000</td>
<td>$375,000,000</td>
<td>$388,500,000</td>
<td>$403,800,000</td>
</tr>
<tr>
<td>Fund at 100% the Capping of the Motor Vehicle Property Taxation</td>
<td>$(104,300,000)</td>
<td>$(135,000,000)</td>
<td>$(135,000,000)</td>
<td>$(135,000,000)</td>
</tr>
<tr>
<td>Increase the Property Tax Credit from $200 to $300 million</td>
<td>$(101,500,000)</td>
<td>$(101,500,000)</td>
<td>$(101,500,000)</td>
<td>$(101,500,000)</td>
</tr>
<tr>
<td>Eliminate Taxpayer Support of Political Campaigns</td>
<td>$11,400,000</td>
<td>$11,400,000</td>
<td>$11,400,000</td>
<td>$11,400,000</td>
</tr>
<tr>
<td>Roll Forward of All Other Revenue Modifications Contained in FY 2017 Midterm Budget</td>
<td>$8,200,000</td>
<td>$8,200,000</td>
<td>$8,200,000</td>
<td>$8,200,000</td>
</tr>
<tr>
<td>Retain Corporate Tax Surcharge in FY 2018</td>
<td>$22,500,000</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Maintain the Earned Income Tax Credit at 27.5% in FY 2018</td>
<td>$11,000,000</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
</tbody>
</table>

$322,540,000 $259,080,000 $263,320,000 $280,460,000
Reduction in Debt Service

Debt service is a non-discretionary expenditure of the state. It is an obligation we have to pay each and every year. It is also an obligation that continues to grow dramatically. The amount of borrowing our state has done through allocations of general obligation bonds has increased significantly over the past four years. Currently, our state is facing its highest level of bonded indebtedness ever, yet our state continues to bond at record-breaking levels. While debt service used to be approximately 10% of our budget just a short time ago, this fixed expense is now anticipated to make up 13% of our budget. Sadly, this expenditure will consume a much larger percentage of the state’s budget in just a few years, consuming dollars that could otherwise be used for providing critical state services.

Under the current administration our state has seen an increase in bonded indebtedness by $3.7 billion. Under prior administrations, the state issued a total of $1.2 billion in General Obligation (GO) bonds. The issuance of bonds means that the state sold bonds and assumed the debt, which then results in increased principle and interest expenses. Next year, the Treasurer is projecting that she will need to issue $2.0 billion of GO bonds to keep up with the Governor’s borrowing. This additional debt will strangle the state, add more fiscal burdens, and thereby will make it harder for future legislatures to invest in worthy policies or programs such as funding for the intellectually disabled or care for the poor.

This budget recommends the enactment of four different policies that impact debt service immediately in FY 2017 as well as for future generations. The policies recommended adequately fund debt service requirements as projected by the non-partisan Office of Fiscal Analysis for FY 2017 and provide future debt service relief for the state’s taxpayers. Taken in total, the following policy modifications will signal to the credit rating agencies as well as investors that the state is taking control of what appears to be a runaway expenditure.

1) **Bond Cap** - Enacting a statutory bond allocation cap of $1.6 billion in FY 2017 increasing to $1.8 billion thereafter. A statutory bond cap will control the debt that will be supported by stretched taxpayers in just a few years as well as future generations. For too long the state has been ranked at the top for bonded indebtedness.

2) **Prioritizing Already Approved Projects** - Require that the Treasurer prioritize projects that have been approved by the State Bond Commission but have not yet had bonds issued to support them. We have to prioritize funding already promised to ensure that necessary projects, such as local school construction, have sufficient cash flow. Coinciding with this prioritization, the Treasurer will not be permitted to issue general obligation bonds backed with the full faith and credit of the state above a total of $1.2 billion annually. This item reduces debt service expenditures by $85.5 million in FY 2017 and result in significant long-term savings.

3) **Delaying UConn & CSU Bonding** - Delay for one year the automatic bond allocations for UConn and Connecticut State University system, saving $34.7 million in FY 2017.

4) **Increasing the debt service appropriation by $51 million in FY 2017** – This will allow the state to adequately fund this non-discretionary expenditure as estimated by OFA.
Legislative Give Backs

Considering all of the reductions that will be enacted to balance the FY 2017 budget, we feel it is only appropriate for the people’s building and the people’s representatives to reduce their expenditures as well. As such, we are recommending that legislators reduce their salaries by 10%. In addition, we are recommending that all monies set-aside for unsolicited mail pieces by the legislature be eliminated. These modifications will save the state $1.7 million annually. To help further achieve savings in Other Expenses, this proposal also recommends shutting down Capitol complex security except in cases of emergency.

In addition, we propose that the number of legislative committees be reduced from 27 to 15 including the consolidation of the Finance, Revenue and Bonding Committee and the Appropriations Committee into the Ways and Means Committee. This proposal is anticipated to save the state $1.6 million.

<table>
<thead>
<tr>
<th>Current Committees (27)</th>
<th>Proposed Committees (15)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Aging</td>
<td>Way and Means (Appropriations and Finance)</td>
</tr>
<tr>
<td>Appropriations</td>
<td>Education &amp; Higher Ed</td>
</tr>
<tr>
<td>Banks</td>
<td>Energy, Environment &amp; Technology</td>
</tr>
<tr>
<td>Children</td>
<td>Executive Nominations</td>
</tr>
<tr>
<td>Commerce</td>
<td>General Law</td>
</tr>
<tr>
<td>Education</td>
<td>Government Administration &amp; Elections</td>
</tr>
<tr>
<td>Energy &amp; Technology</td>
<td>Human Services (Aging, Children)</td>
</tr>
<tr>
<td>Environment</td>
<td>Insurance, Real Estate &amp; Banks</td>
</tr>
<tr>
<td>Executive Nominations</td>
<td>Internship</td>
</tr>
<tr>
<td>Finance, Revenue &amp; Bonding</td>
<td>Judiciary</td>
</tr>
<tr>
<td>General Law</td>
<td>Labor, Public Employees &amp; Commerce</td>
</tr>
<tr>
<td>Government Administration and Elections</td>
<td>Legislative Management</td>
</tr>
<tr>
<td>Higher Education</td>
<td>Planning, Development &amp; Housing</td>
</tr>
<tr>
<td>Housing</td>
<td>Public Health</td>
</tr>
<tr>
<td>Human Services</td>
<td>Public Safety &amp; Veterans</td>
</tr>
<tr>
<td>Insurance &amp; Real Estate</td>
<td>Regulations Review</td>
</tr>
<tr>
<td>Internship</td>
<td>Transportation</td>
</tr>
<tr>
<td>Judiciary</td>
<td></td>
</tr>
<tr>
<td>Labor and Public Employees</td>
<td></td>
</tr>
<tr>
<td>Legislative Management</td>
<td></td>
</tr>
<tr>
<td>Planning &amp; Development</td>
<td></td>
</tr>
<tr>
<td>Program Review &amp; Investigations</td>
<td></td>
</tr>
<tr>
<td>Public Health</td>
<td></td>
</tr>
<tr>
<td>Public Safety</td>
<td></td>
</tr>
<tr>
<td>Regulations Review</td>
<td></td>
</tr>
<tr>
<td>Transportation</td>
<td></td>
</tr>
<tr>
<td>Veterans Affairs</td>
<td></td>
</tr>
</tbody>
</table>

In total these proposals would save the state approximately $3.3 million in FY 2017.
Republican Budget Proposal

Municipal Aid

This proposal aims to create stability for municipal budgets and local property taxes. The job of local elected officials has been extremely trying throughout this fiscal year. In addition to having the dollar value of their state aid reduced repeatedly, there have also been multiple varying proposals dealing with deficit mitigations and the FY 2017 midterm budget adjustments that all contained fluctuating decreases of state aid. With such variation and unpredictability, establishing a reasonable budget for towns has been a particularly trying challenge this year.

We believe municipalities and property taxpayers deserve stability. We also believe the state cannot make new promises without fulfilling old ones. Therefore, this proposal does the following:

- **Funds Education Cost Sharing grants** at the fiscal year 2017 levels, a $7.6 million increase from 2016 and a $43.4 million increase from the Governor’s proposed budget.

- **Increases statutory grants to municipal aid $31.6 million** over the current fiscal year. Provides funds for distressed municipalities, grants to towns, and reimbursements to towns for loss of taxes on state property and private tax-exempt property.

- **Provides $104.3 million to fully fund the capping of motor vehicle taxes** as is enacted to go into effect on July 1, 2016. This 100% fulfillment is an increase from the Democrats’ proposed 75% funding level.

- Implements significant **municipal mandate relief**, to remove additional financial burdens on towns enabling town leaders to realize new savings (detailed at the end of this document).

- Provides relief for municipalities from the **Minimum Budget Requirement** to allow municipalities to reduce education funding by an amount equal to a reduction in ECS.

- **Eliminates the new Municipal Revenue Sharing Account program** (non-car-tax-related funding), a promise that the state cannot afford and that should have never been made. Also eliminates the 2.5% cap as enacted with the MRSA program.

This proposal also rolls out to keep town funding whole at the 2017 levels for the next 5 years. It also requires the state to adopt municipal aid by April 1st each year.

Now is not the time for the state to make brand new funding promises to towns, as was done with the passage of changes to the Municipal Revenue Sharing Account last year. Which is why we are recommending the elimination of the Municipal Revenue Sharing Account program, not including the car tax portion of the legislation, and the elimination of the 2.5% cap as enacted with the Municipal Revenue Sharing Account. While the state cannot fulfill in totality the new promises made to towns in the Democrats’ 2016/2017 budget, we understand that many municipalities have already adjusted their mill rates to comply with the new motor vehicle tax program, and therefore this budget does provide 100% of the funding for towns to comply with the new car tax system.

Demonstrating the simple fact that our state cannot afford the new MRSA promise, both Governor Malloy and legislative Democrats have turned to cutting annual aid for towns in an effort to preserve, in
part, this new funding stream. Caught up in preserving this political commitment that should have never been made, Democrat elected officials have stepped away from their commitment to fund education expenses for our children as well as other vital municipal aid including the state’s two PILOT programs and Mashantucket Pequot and Mohegan grant programs. This proposal seeks to prioritize core municipal aid and education funding above new political promises.

Additionally, based on past iterations of the Municipal Revenue Sharing Account, we do not believe that this program will result in the property tax relief it was promised to bring, which is why Republicans opposed it in the legislature last year and why we also are proposing to eliminate it now. Local leaders should be wary that this program will result in relief as promised given that the state has abandoned various commitments in the past such as the original iteration of the Municipal Revenue Sharing Account, adequately reimbursing municipalities for the two PILOT programs, and the now entirely eliminated reimbursement for Manufacturing Machinery and Equipment, just to name a few. In fact, we are already seeing other commitments being reneged in an attempt to shield this politically covered program.

**Mandate Relief**
This proposal also aims to empower towns to find savings by reducing mandates and cutting the red tape. This includes relief from the Minimum Budget Requirement to allow municipalities to reduce education funding by an amount equal to a reduction in ECS funding. It also would prohibit future contracts from limiting volunteerism that is beneficial to the town. Finally, we would also require a supermajority vote in the legislature to adopt unfunded mandates.

For a full listing of all statutory and regulatory mandates on municipalities we propose modifying, please turn to pages 23-29.

**Long-Term Property Tax Relief**
To provide property tax relief directly to Connecticut residents, this proposal also recommends to increase the property tax credit from $200 to $300 beginning in FY 2018. Unlike promises of MRSA funding to towns which have a history of not making it to our towns, let alone taxpayers, this proposal would be direct property tax relief for people across the state. This annual cost of $101.5 million annually is already built into our 5 year budget, with each year still remaining in the black after this tax credit. Beginning in 2018, the maximum Property Tax Credit would increase to $300 and 225,000 more people would receive the credit.

**Providing Healthcare for the Indigent**

**Hospital Medicaid Reimbursements**

In just four years, the state’s non-profit hospitals have become net taxpayers to the state of Connecticut to the tune of $391 million. This is especially concerning when one acknowledges the critical role our hospital system plays in providing health care services to the state’s indigent population. It is also concerning when we hear proposals to further jeopardize hospitals by cutting state reimbursements for services already rendered, which has fluctuated monthly and sometimes weekly. Like any other business organization, hospitals need stability and they need to be taxed fairly. They also need to be reimbursed appropriately by the state for services already provided to those on Medicaid. When
hospitals get paid less than 32 cents for each dollar of services rendered they are pushed to scale back care that they provide to individuals covered by Medicaid.

In light of these concerns, this budget proposal does not recommend rolling forward the reduction to the state’s payment for services rendered by hospitals, as proposed in both the Democrat legislators’ budget and the governor’s budget, which would have increased the hospitals’ taxation by $90 million.

In addition, in an attempt to garner financial security for hospitals, this budget recommends separating supplemental payments for hospitals and Federally Qualified Health Centers (FQHC) from the Medicaid line item. Doing so will make modifications to hospitals or FQHCs more transparent and in addition, will prevent the executive branch from being able to zero out or reduce this funding above 5% without legislative approval. This concept was also proposed in the Democrat Appropriations Committee budget.

**Radiology Rates & Medicaid Patients**

In the enacted FY 2016-FY 2017 biennial budget, reimbursement to radiologists for services rendered under the Medicaid program was significantly reduced going from 100% of the 2007 Medicaid rate to just 57.5% of the 2007 Medicare rate. As a result of this reduction, radiologists are getting paid just $20 for their services to take x-rays of Medicaid clients. With such low reimbursement rates for services rendered, radiologists have had to scale back serving Medicaid clients. We believe that the state’s low-income population deserves to have their medical needs addressed. Therefore, this budget recommends increasing the Medicaid reimbursement rate for radiologists from 57.5% to 78.5% of Medicaid. This adjustment is anticipated to cost $1.9 million.

**Personal Services & State Employees**

This proposal includes a 5.5% reduction to personal services. This would generate a personal services reduction of $281.1 million, the same reduction recommended by the governor.

This budget also would increase non-union state employee contributions for healthcare to 20% and implement a $5 increase to co-pays for doctor visits.

The long-term approach of this budget also recommends a 3 year wage freeze for state employees. In these difficult economic times, the state must curtail costs until we get back on our feet. Three years will give the state sufficient time to recover, while also giving employees a set time frame that has a beginning and, most importantly, an end in which they know what to expect.

This budget also recommends looking into the reduction of middle managers and elimination of excessive Deputy Commissioner positions.

If state employee unions are open to negotiations to avoid layoffs, this proposal prices out savings from a variety of health and pension benefit changes. We understand that none of the proposals included in this list can be applied unless state unions open negotiations on this issue. However, should they choose to pursue negotiations, these potential changes to benefits could secure substantial savings to contribute to personal services. See full list of potential labor savings on pages 19-22.
**Overtime Accountability Protocols**

The state of Connecticut has a serious management issue with overtime. One can argue that the state’s overtime system was set up for abuse. Managers approve overtime for state employees without regard. In addition, with overtime pay being included in the final average salary computation for retirement benefits, the incentive to give and accumulate overtime payments is doubled. This budget includes a proposal to overhaul how the state tracks and appropriates dollars for overtime.

The budget recommends the creation of new protocols to oversee overtime usage. Enforcement and analysis of these protocols will lie with the state’s Office of Fiscal Analysis, which will be charged to act as the fiscal steward for the state with regard to these expenditures by tracking overtime, monitoring trends and providing analysis to ensure the state is on track to reduce reliance on overtime.

We also recommend that the state aim to reduce overtime using a variety of methods that meet the unique needs of each agency and department. For example, booking overtime shifts 24 hours in advance instead of weeks in advance to ensure overtime shifts are only utilized if truly needed. Agencies can also fill all overtime roles with employees from an appropriate job level so that higher paid employees are not covering overtime shifts intended to be filled by lower paid employees. We propose holding individual managers responsible for meeting reduction targets and overseeing overtime and use efficiency of overtime use as a factor when assessing a manager’s performance.

**Centralization of Legal Staff**

State agencies across the state have staff attorneys employed by their agency. The number per agency ranges from one to as many as 14. The state’s current Attorney General has done a terrific job of defending our state in all legal matters. Unfortunately, AG office staff has been declining despite the office’s ability to not only stop frivolous lawsuits but also to recoup financial settlements for our state.

This budget recommends centralizing agency legal staff within the Attorney General’s Office. Excluding the Office of Governmental Accountability, the Division of Criminal Justice and the Commission of Human Rights and Opportunities, this budget would reduce or eliminate legal positions within individual agencies and transfer the positions to the Office of the Attorney General.

In total, 64 positions are recommended to be eliminated in various state agencies. It is recommended that the Office of Attorney General receive an increase of 32 attorneys. It is also recommended that the remaining 32 positions be eliminated resulting in general fund savings of $3.4 million. The table below details the current number of attorneys alongside the proposed number of attorneys through this recommendation.
Impact of AG Attorney Proposal

<table>
<thead>
<tr>
<th>Agency</th>
<th>Current</th>
<th>Proposed</th>
</tr>
</thead>
<tbody>
<tr>
<td>DAS</td>
<td>5</td>
<td>3</td>
</tr>
<tr>
<td>DCF</td>
<td>14</td>
<td>4</td>
</tr>
<tr>
<td>DCP</td>
<td>6</td>
<td>1</td>
</tr>
<tr>
<td>DDS</td>
<td>2</td>
<td>1</td>
</tr>
<tr>
<td>DEP</td>
<td>2</td>
<td>1</td>
</tr>
<tr>
<td>DOC</td>
<td>2</td>
<td>1</td>
</tr>
<tr>
<td>DOH</td>
<td>1</td>
<td>0</td>
</tr>
<tr>
<td>DOL</td>
<td>10</td>
<td>2</td>
</tr>
<tr>
<td>DPH</td>
<td>14</td>
<td>2</td>
</tr>
<tr>
<td>DPS</td>
<td>5</td>
<td>1</td>
</tr>
<tr>
<td>DRS</td>
<td>5</td>
<td>2</td>
</tr>
<tr>
<td>DSS</td>
<td>10</td>
<td>2</td>
</tr>
<tr>
<td>MHA</td>
<td>2</td>
<td>1</td>
</tr>
<tr>
<td>OEC</td>
<td>1</td>
<td>0</td>
</tr>
<tr>
<td>OPA</td>
<td>1</td>
<td>0</td>
</tr>
<tr>
<td>SDA</td>
<td>1</td>
<td>0</td>
</tr>
<tr>
<td>SDE</td>
<td>2</td>
<td>1</td>
</tr>
<tr>
<td>SDR</td>
<td>1</td>
<td>0</td>
</tr>
<tr>
<td>SOS</td>
<td>6</td>
<td>2</td>
</tr>
</tbody>
</table>

Competitive Funding of Arts and Tourism

The general fund currently contains numerous line-item appropriations for arts and tourism entities statewide. While all of the organizations that receive these dollars are worthwhile entities to support, the fact of the matter is that the state is in the midst of a fiscal crisis and is in immediate need of ensuring that the state is funding core government programs.

Quite frankly, the state is not necessarily funding those programs that generate the most economic impact or have the most benefit to the arts community due to the political nature in which they begin to receive a line-item appropriation. Therefore we are recommending that beginning next year the funds provided by the state to provide grants to arts and tourism entities be distributed on a competitive basis as determined by the Office of Culture and Tourism in the Department of Economic and Community Development.

This grant program will also isolate these small arts and tourism organizations from mid-year reductions and provide budget stability while resulting in general fund savings of $3.1 million annually.
Reduce Central Office Staff at the Board of Regents

During the 2011 legislative session when the Connecticut State University System and the Community Technical College System was consolidated, we envisioned a lean Board of Regent system especially considering that all individual universities and colleges have their own fiscal, human resources, and management structure. The Board of Regents currently has 62 positions in their central office. We recommend reducing their positions in half saving state taxpayers $3.3 million annually.

Eliminate State Operated Fire and Police Department at UConn Health Center

We believe the state should be moved away from providing services that can be provided safely and effectively through other means. Specifically, this proposal seeks to eliminate the state run fire department and police department located on the campus of the University of Connecticut Health Center. These two departments serve only the University of Connecticut Health Center and cost the university $8.6 million annually to operate.

This budget assumes the closure of these facilities with a corresponding payment of $1 million to the host municipality, the town of Farmington, to compensate the municipality for their assumption of providing emergency response if needed to these respective campuses. In addition, we propose that all equipment currently owned by the state for the provision of these services be given to the town of Farmington for their utilization.

Eliminate Tax Preferences Given for Single Taxpayers

It is fundamentally unfair that some taxpayers get excluded from taxation, not for policy reasons, but because of who their lobbyist or legislator is. State taxpayers cannot afford gratuitous handouts in the form of exemptions. We believe that such exemptions are unfair for other Connecticut companies who are subject to the tax. Single taxpayer exemptions only emphasize where political favor is falling at any given time and is not fair to all of the other companies that have to continue paying the tax. Therefore, we recommend that all of the existing exemptions for single taxpayers under the Admissions and Dues Tax and the exemption for the one company under the Public Utilities Control Tax be eliminated. These eliminations will result in a revenue increase of $5.7 million annually.

Provide a 1% Provider Cost of Living Adjustments

This proposal recommends enacting a 1% cost of living adjustment (COLA) to private providers effective April 1, 2017. We firmly believe that providing this COLA is warranted, however given the state’s fiscal situation this budget recommends delaying the increase from January 1, 2017 to April 1, 2017. Delaying this increase for four months will save the state approximately $3.9 million. Unlike the governor’s budget, we do not support eliminating this COLA.
Delay Special Transportation Fund Sales Tax Diversion Increase

Current law diverts 0.3% of the sales tax to go to the Special Transportation Fund until October 1, 2016, at which point the diversion increases to 0.4%. With this increased diversion and prior to any reductions that may be made to expenditures of the fund, the Special Transportation Fund is projected to have a FY 2017 budget surplus of $30 million. We believe it is inappropriate to allow the Special Transportation Fund to accumulate a surplus while the General Fund is struggling. Therefore, we propose delaying the increase in the diversion to July 1, 2017. This modification allows the general fund to retain $51.9 million in FY 2017. In addition, this delay would be implemented at the same time the Republican Prioritize Progress plan is implemented (details below) which would provide increased funding for transportation through bond prioritization to appropriately support state transportation needs.

Transportation - Prioritize Progress

Many lawmakers and state leaders, both Republican and Democrat, understand that transportation needs to become a priority, especially in tough financial times. We need to keep infrastructure safe and we need to create an environment that helps move people from place to place to encourage economic development and job growth. We also have to balance transportation needs with the many other vital, core services of government to protect those most in need.

Governor Malloy’s Transportation Finance Panel has proposed ideas to fund the governor’s unrealistic $100 billion transportation initiative with a total of $42 billion in new taxes and tolls, paired with the sales tax diversion they already passed last year, to generate $93 billion in new tax revenue for transportation. While well intentioned, taxpayers cannot afford this tax increase.

This proposal recommends eliminating the governor’s $100 billion initiative to replace it with the Republicans’ alternative transportation funding plan that relies on no new tax revenue and no new tolls, while also providing $70.8 billion for transportation needs over the next 30 years. This would eliminate the governor’s proposed expansion of CT Fastrak and related potential tax increases. Our “Prioritize Progress” proposal would allow Connecticut to live within our means while also providing a long-term solution to advance transportation in Connecticut for the next generation. The plan creates a predictable and sustainable funding stream to ensure that transportation will be properly prioritized for the next three decades. Implementing the plan this year will put our state on a path towards sustainable transportation funding immediately.

This plan would reserve a set amount of General Obligation Bonds to be used solely for transportation priorities. It coincides with the proposal to enact a hard bond cap of $1.6 billion in 2017 and $1.8 billion in 2018 and all future years, which would result in a significant reduction of bonding as compared to what has been bonded in recent years. For example, the governor is expecting to bond $2.7 billion in 2016 alone. Using the new hard cap, this proposal recommends maintaining bond funding for specific fundamental state initiatives as identified in the below chart (such as education and low income housing among others), reserving a contingency fund of $100 million in bonds for the governor to use at discretion, and dedicating all remaining bonds to transportation. This plan would thereby prioritize transportation needs. This initiative would provide additional funding beyond the "normal" DOT capital program of approximately $600 million annually that will continue to be financed with Special Tax Obligation Bonds.
# How Bonding would be Allocated

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>School Construction/School Security Grants</td>
<td>$500.0</td>
<td>$500.0</td>
<td>$500.0</td>
<td>$500.0</td>
<td>$500.0</td>
<td>$500.0</td>
<td>$500.0</td>
<td>$500.0</td>
<td>$500.0</td>
<td>$500.0</td>
</tr>
<tr>
<td>UCONN*</td>
<td>-</td>
<td>266.4</td>
<td>269.5</td>
<td>251.0</td>
<td>269.0</td>
<td>191.5</td>
<td>144.0</td>
<td>112.0</td>
<td>73.5</td>
<td>-</td>
</tr>
<tr>
<td>Clean Water Fund Grants</td>
<td>100.0</td>
<td>100.0</td>
<td>100.0</td>
<td>100.0</td>
<td>100.0</td>
<td>100.0</td>
<td>100.0</td>
<td>100.0</td>
<td>100.0</td>
<td>100.0</td>
</tr>
<tr>
<td>Housing Trust Fund &amp; Housing Programs</td>
<td>100.0</td>
<td>100.0</td>
<td>100.0</td>
<td>100.0</td>
<td>100.0</td>
<td>100.0</td>
<td>100.0</td>
<td>100.0</td>
<td>100.0</td>
<td>100.0</td>
</tr>
<tr>
<td>Gubernatorial Contingency</td>
<td>100.0</td>
<td>100.0</td>
<td>100.0</td>
<td>100.0</td>
<td>100.0</td>
<td>100.0</td>
<td>100.0</td>
<td>100.0</td>
<td>100.0</td>
<td>100.0</td>
</tr>
<tr>
<td>Board of Regents - CSCU 2020*</td>
<td>95.0</td>
<td>95.0</td>
<td>95.0</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Board of Regents - CTC System</td>
<td>75.0</td>
<td>75.0</td>
<td>75.0</td>
<td>75.0</td>
<td>75.0</td>
<td>75.0</td>
<td>75.0</td>
<td>75.0</td>
<td>75.0</td>
<td>75.0</td>
</tr>
<tr>
<td>Capital Grants to Municipalities/STEAP</td>
<td>50.0</td>
<td>50.0</td>
<td>50.0</td>
<td>50.0</td>
<td>50.0</td>
<td>50.0</td>
<td>50.0</td>
<td>50.0</td>
<td>50.0</td>
<td>50.0</td>
</tr>
<tr>
<td>Capital Improvements to State Owned Buildings</td>
<td>61.2</td>
<td>62.4</td>
<td>63.7</td>
<td>64.9</td>
<td>66.2</td>
<td>67.6</td>
<td>68.9</td>
<td>70.3</td>
<td>71.7</td>
<td>73.1</td>
</tr>
<tr>
<td>Local Capital Improvement Program*</td>
<td>20.0</td>
<td>20.0</td>
<td>20.0</td>
<td>20.0</td>
<td>20.0</td>
<td>20.0</td>
<td>20.0</td>
<td>20.0</td>
<td>20.0</td>
<td>20.0</td>
</tr>
<tr>
<td>BioScience Collaborative*</td>
<td>21.1</td>
<td>15.8</td>
<td>12.5</td>
<td>10.6</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Total Annual G.O. Bond Allocations</td>
<td>$1,027.3</td>
<td>$1,385.7</td>
<td>$1,366.5</td>
<td>$1,290.8</td>
<td>$1,204.1</td>
<td>$1,157.9</td>
<td>$1,127.3</td>
<td>$1,090.2</td>
<td>$1,018.1</td>
<td></td>
</tr>
</tbody>
</table>

Annual Statutory Bond Cap                         | $1,600.0 | $1,800.0 | $1,800.0 | $1,800.0 | $1,800.0 | $1,800.0 | $1,800.0 | $1,800.0 |

Remaining to Fund Transportation Projects          | $572.7   | $415.4   | $414.3   | $433.5   | $509.2   | $595.9   | $642.1   | $672.7   | $709.8   | $781.9   |

10 Year Total                                     | 5,747.4  |
30 Year Total                                     | $17,242.1|

*Statutory programs

- Contingency can be used to fund any project or program that is not delineated above. It includes any Manufacturing Assistance Act or Urban Act eligible project.

- This list does not include specific line items for Urban Act, MAA, Small Business Express, Bioscience Innovation Fund, Energy Conservation, and Loan Management, or CII Recapitalization.

## Total Transportation Funding

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>General Obligation Bonds</td>
<td>$572.7</td>
<td>$415.4</td>
<td>$414.3</td>
<td>$433.5</td>
<td>$509.2</td>
<td>$595.9</td>
<td>$642.1</td>
<td>$672.7</td>
<td>$709.8</td>
<td>$781.9</td>
</tr>
<tr>
<td>Average Special Tax Obligation Bonds</td>
<td>600.0</td>
<td>600.0</td>
<td>600.0</td>
<td>600.0</td>
<td>600.0</td>
<td>600.0</td>
<td>600.0</td>
<td>600.0</td>
<td>600.0</td>
<td>600.0</td>
</tr>
<tr>
<td>Total State Funds Transportation</td>
<td>$1,172.7</td>
<td>$1,015.4</td>
<td>$1,014.3</td>
<td>$1,033.5</td>
<td>$1,109.2</td>
<td>$1,195.9</td>
<td>$1,242.1</td>
<td>$1,272.7</td>
<td>$1,309.8</td>
<td>$1,381.9</td>
</tr>
<tr>
<td>Maximum Federal Funding at 80%</td>
<td>938.16</td>
<td>812.30</td>
<td>811.46</td>
<td>826.76</td>
<td>887.32</td>
<td>956.74</td>
<td>993.66</td>
<td>1,018.16</td>
<td>1,047.84</td>
<td>1,105.49</td>
</tr>
<tr>
<td>Total Annual Transportation Spending</td>
<td>$2,110.9</td>
<td>$1,827.7</td>
<td>$1,825.8</td>
<td>$1,860.2</td>
<td>$1,996.5</td>
<td>$2,152.7</td>
<td>$2,235.7</td>
<td>$2,290.9</td>
<td>$2,357.6</td>
<td>$2,487.3</td>
</tr>
</tbody>
</table>

10 Year Total                           | $21,145.3|
30 Year Total                           | $70,892.3|

Plan Updates:
Since the Prioritize Progress plan was first proposed in February 2015, Republicans have made adjustments to the proposal to better meet the needs of the state and to mitigate the limited concerns raised about the initial plan. This proposal now includes bonding for the community technical college system (CTC) of $75 million annually. It also increases bonding for school construction and school security grants to $500 million annually. This is in line with recent years of spending and matches the amount of bonding dedicated to school construction in 2016. These changes would increase the percentage of bonding dedicated to school construction to 31% in 2017 and 27% in 2018 and thereafter. While the governor consistently touts the importance of school construction bonding as the reason why bonding has increased so significantly in recent years, in actuality the percentage of bonding that is dedicated to school construction has decreased significantly under the current administration, dropping from 51.7% in 2010 to 23.7% in 2011. School construction in Connecticut has tapered off over time as the peak in building new schools has passed. A dedicated and reliable $500 million annually is a significant amount that can be appropriately distributed and counted on each year. The plan also delays implementation of statutory bonding for the University of Connecticut and the Board of Regents CSCU 2020 program to allow for a reduced bond cap of $1.6 billion in 2017.

Energy Savings

This proposal recommends that in FY 2017 the state begin the process of shopping for lower electric rates. We believe there could be significant savings should the state be tasked with negotiating prices from potential new retail energy providers. Should savings be achieved, these funds can be used to replenish funding for the Regional Greenhouse Gas Initiative (RGGI). In FY 2017, this budget assumes transfers of RGGI funds until new savings can be realized.

To begin this electric rate shopping process we recommend the enactment of Senate Bill 334 An Act Concerning Revisions to Certain Energy Purchasing Pool and Life-Cycle Cost Analysis Statutes.

Other Noteworthy Long-Term Policies

- Require the General Assembly hold a vote to approve all state union contracts
- Privatize group homes
- Send Asset Forfeiture money to mental health beds
- Competitively bid the Correctional Managed Healthcare Contract
- Require a bidding process for inmate mental health services
- Exempt state parks from the sales tax
- Create a Long-Term Fiscal Planning Group
- Designate the Investment Advisory Council as the entity that establishes the assumed rate of return for the state’s pension plans in lieu of the current structure which allows the retirement commissions to set their own rates
- State Auditors’ Follow-up – require public hearings for non-compliant agencies
- Require the state to perform an economic analysis of any bill before the General Assembly.
- Establish as stand-alone agencies the Office of State Ethics, the State Elections Enforcement Commission and the Freedom of Information Commission
• Close the Connecticut Juvenile Training School and the Pueblo Unit in favor of community programs run by non-profit providers.
• Expand the privatization of DMV services
• Require Collective Bargaining Subcommittee to review all union contracts and identify inefficient and unnecessary provisions
• Conduct in-depth review of each state appropriation to ensure that its purpose is indeed being fulfilled and to reduce duplication of efforts among many appropriations or programs.
• Require the Spending Cap Commission established in the December 2015 Special Session to report on recommendations by September 1, 2016.
• Reduce/eliminate statewide marketing
• Increase the current prevailing wage thresholds to provide tax relief to towns and residents.
• To find further efficiencies, this proposal recommends to:
  o Review and reform vehicle fleet use, purchase and lease policies
  o Review new spending programs and identify programs for elimination
  o Accelerate the process for selling state-owned property
  o Review contracted consultant costs and not renewing unnecessary contracts
  o Expand and expedite LEAN implementation
  o Consolidate human resource functions of Higher Education
  o Review Off-Budget accounts to identify ‘over-charging’
Republican Budget Proposal

---

**Potential Health and Pension Benefit Changes**

### Personal Services Items Requiring Approval by Individual Bargaining Units

<table>
<thead>
<tr>
<th>Item Description</th>
<th>FY 2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>Suspend Longevity Payments</td>
<td>$19,800,000</td>
</tr>
<tr>
<td>Source of Estimated Savings: Office of Fiscal Analysis</td>
<td></td>
</tr>
<tr>
<td>Modifications to Individual Labor Contracts as Detailed Below (page 20)</td>
<td>$20,000,000</td>
</tr>
<tr>
<td>Source of Estimated Savings: Office of Fiscal Analysis</td>
<td></td>
</tr>
</tbody>
</table>

### Personal Services Items Requiring Approval by SEBAC

<table>
<thead>
<tr>
<th>Item Description</th>
<th>FY 2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>Increase Current Employee Pension Contributions</td>
<td>$74,800,000</td>
</tr>
<tr>
<td>Source of Estimated Savings: Office of Fiscal Analysis</td>
<td></td>
</tr>
</tbody>
</table>

**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.

**Estimated Savings Would Need to Be Generated by the Actuaries**

---

**Cap Cost of Living Adjustments**

For future retirees set COLAs with a minimum of 0% up to a maximum of 3%

**Estimated Savings Would Need to Be Generated by the Actuaries**

---

Calculate Final Average Salary Computation off of Base Salary Only

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.

**Estimated Savings Would Need to Be Generated by the Actuaries**

---

### Transition Part-Time, Temporary, and Seasonal Workers to the FICA Alternate Retirement Program

<table>
<thead>
<tr>
<th>Item Description</th>
<th>FY 2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>Transition Part-Time, Temporary, and Seasonal Workers to the FICA Alternate Retirement Program</td>
<td>$9,000,000</td>
</tr>
<tr>
<td>Source of Estimated Savings: Office of Fiscal Analysis, assumed effective date 4/1/2017</td>
<td></td>
</tr>
</tbody>
</table>

### Transition New State Employees to a Defined Contribution/Defined Benefit Plan Similar to Rhode Island

<table>
<thead>
<tr>
<th>Item Description</th>
<th>FY 2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>Transition New State Employees to a Defined Contribution/Defined Benefit Plan Similar to Rhode Island</td>
<td>-</td>
</tr>
<tr>
<td>Source of Estimated Savings: Office of Fiscal Analysis</td>
<td></td>
</tr>
</tbody>
</table>

### Increase State Employee Health Premiums

<table>
<thead>
<tr>
<th>Item Description</th>
<th>FY 2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>Increase State Employee Health Premiums</td>
<td>$5,653,846</td>
</tr>
<tr>
<td>Source of Estimated Savings: Office of Fiscal Analysis, assumed effective date 7/1/2016</td>
<td></td>
</tr>
</tbody>
</table>

### Increase State Employee Dental Premiums by 10%

<table>
<thead>
<tr>
<th>Item Description</th>
<th>FY 2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>Increase State Employee Dental Premiums by 10%</td>
<td>$357,000</td>
</tr>
<tr>
<td>Source of Estimated Savings: Office of Fiscal Analysis</td>
<td></td>
</tr>
</tbody>
</table>

### Increase Office Visit Co-Pays from $15 to $20

<table>
<thead>
<tr>
<th>Item Description</th>
<th>FY 2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>Increase Office Visit Co-Pays from $15 to $20</td>
<td>$5,452,442</td>
</tr>
<tr>
<td>Source of Estimated Savings: Office of Fiscal Analysis, assumed effective date 7/1/2016</td>
<td></td>
</tr>
</tbody>
</table>

### Increase Current Prescription Drug Co-Pays for State Employees and Retirees

<table>
<thead>
<tr>
<th>Item Description</th>
<th>FY 2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>Increase Current Prescription Drug Co-Pays for State Employees and Retirees</td>
<td>$15,634,763</td>
</tr>
<tr>
<td>Source of Estimated Savings: Office of Fiscal Analysis, assumed effective date 7/1/2016</td>
<td></td>
</tr>
</tbody>
</table>

**Total - Examples of Possible Labor Savings** $150,698,051
Potential Labor Savings (Continued)

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

General Modifications – Language to be Included in all Contracts

- Throughout all labor contracts eliminate state funding for union activity.
- 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 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 “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 Care – 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.

• 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.
Recommendation to Modify Statutory and Regulatory Municipal Mandates

The following details changes to specific statutory and regulatory municipal mandates that will provide relief to municipalities. This proposal also includes the following proposed changes:

- The state must adopt municipal aid by April 1st each year.
- Prohibit future contracts from limiting volunteerism that is beneficial to towns.
- Require a supermajority vote in the legislature to adopt unfunded mandates.
- Eliminate the mandate that municipalities store the possessions of evicted tenants.
- Allow local legislative bodies the authority to initiate and implement back office sharing for non-education expenditures with boards of education.
- Remove barriers to voluntary regional consolidation efforts.
- Provide education mandate relief for high performing districts including: allowing waivers for providing 180 days and 100 hours of school per year if districts offer an alternative plan, allowing more independence in determining curriculum requirements, allowing more independence in setting policies for suspending students, and allowing districts more independence in developing assessments for measuring student progress.

PART I: Statutory Mandates

Section A

Title 1: Provisions of General Application

Public Records: General Provisions

1-9  **Alkaline Paper For Permanent Records.** - Requires those persons having custody of any permanent record or register of any political subdivision of the state to use alkaline paper only. Any person who violates any provision of this section shall be fined up to one-hundred dollars.

   **Enactment:** Prior to 1949
   **Estimated Cost Characterization:** Minor
   **Recommendation:** Delete

1-10  **Standard Ink For Public Records.** - Requires all persons having the care or custody of any book of record or registry to use only that ink approved by the public records administrator. Failure to do so will result in a fine up to one-hundred dollars.

   **Enactment:** Prior to 1949
   **Estimated Cost Characterization:** Minor
   **Recommendation:** Delete
Freedom of Information Act

1-212  
(Formally 1-15) Application For Copies Of Public Records, Certified Copies, Fees. - Requires public records to be provided to any person with a written request and places a limit on the fee charged to such person. Under certain circumstances, provided by this section, the public agency must waive any fee completely. (Sec. 1-15. Transferred to Chapter 14, Sec. 1-212)

Enactment: Prior to 1949  
Estimated Cost Characterization: Minor

Recommendation: Modification – Reply can be sent electronically

Title 7: Municipalities

Registrars of Vital Statistics

7-65  
Burial Permits, Sub Registrars. - Requires the registrar of vital statistics to issue a burial permit before anyone may be buried. The registrars must also appoint suitable persons, who are to be authorized to issue burial permits. The appointments are to be in writing and reported to the department of public health and addiction services.

Enactment: Prior to 1949  
Estimated Cost Characterization: Minor

Recommendation: Delete

7-68  
Issuance Of Disinterment Or Removal Permit. - Requires the registrar of vital statistics to issue, upon request, a permit for the disinterment or removal of a body, with certain exceptions, so long as the registrar has a death or burial certificate on file.

Enactment: Prior to 1949  
Estimated Cost Characterization: Minor

Recommendation: Delete

Municipalities: General Provisions

7-101a  
Protection Of Police Officers And Municipal Employees From Damage Suits, Reimbursement Of Defense Expenses, Liability Insurance, Time Limit For Filing Notice And Commencement Of Action. - Requires municipalities to protect and save harmless any municipal officer or employee from financial loss and expense arising
out of any claim, demand, suit or judgment by reason of alleged negligence or alleged malicious, wanton or willful act or ultra vires act on the part of such employee or officer in the discharge of their duties. If an officer or municipal employee is found guilty they will be responsible for reimbursing the municipality.

**Enactment:** 1971, PA 726  
**Estimated Cost Characterization:** Moderate

**Recommendation:** Modification – Add word municipal before the word employee.

**Municipal Powers**

**7-157**  
*Publication. Referendum. Publication Of Summary.* - Stipulates that an ordinance enacted by the legislative body of any municipality or fire district, except when enacted at a town or district meeting, becomes effective only after publication of such ordinance in a newspaper having a circulation in the municipality in which it is enacted. A petition of fifteen percent of the electors within thirty days of publication of such ordinance can force a referendum and then shall only become effective upon getting a majority of votes on such referendum. Any ordinance enacted at a town or district meeting shall only become effective fifteen days after publication in a newspaper with general circulation. This section also requires the town clerk to mail a copy of an ordinance to any person requesting such at no cost to that person.

**Enactment:** Prior to 1949  
**Estimated Cost Characterization:** Minor

**Recommendation:** Modification – ordinance to be effective when summary of ordinance is printed in paper and full ordinance is posted online.

**Department of Economic and Community Development: Housing; Department of Housing; General Provisions**

**8-37s**  
*Commissioner To Monitor And Report On Housing Needs.* - Requires municipalities to submit to the commissioner of housing a copy of the monthly bureau of the census report on building permits issued and public construction.

**Enactment:** PA 79-598  
**Estimated Cost Characterization:** Minor

**Recommendation:** Change reporting to quarterly.
Title 9: Elections

Elections

9-200  Constables. - Requires each municipality, unless otherwise provided by law, to elect not more than seven constables.

Enactment: Prior to 1949
Estimated Cost Characterization: Minor

Recommendation: Delete

9-225  State Elections. - Requires each municipal clerk to warn voters regarding state elections in November of even-numbered years, notice of which must appear in a newspaper of general circulation, and give the time and location of each polling place in the town. Two or more towns can jointly publish the warning.

Enactment: Prior to 1949
Estimated Cost Characterization: Minor

Recommendation: Post electronically online

Nominations and Political Parties

9-395  Publication Of Information Concerning Municipal Primaries. - Requires municipal clerks to publish in a newspaper of general circulation, the fact that certain candidates in a primary have been endorsed by town political committees, together with other information concerning the primary.

Enactment: 1955, June Supp. 585d
Estimated Cost Characterization: Minor

Recommendation: Post electronically online

Title 10: Education and Culture

Boards of Education

10-262i Grant payments. Expenditures for educational purposes only, exception. Prohibition against supplanting local funding. Minimum budget requirement. Penalty. Requires each town receiving an ECS grant to budget no less than specified.
Enactment: 1988, P.A. 88-358  
Estimated Cost Characterization: Major  

Recommendation: If the ECS grant is less than the year before, the town can reduce the budget for education by that amount

Minimum Expenditure Requirement, Forfeitures. – Requires a formula driven minimum expenditure requirement for the regular school program of a town. Failure to comply results in a forfeiture of state aid in an amount determined by a formula described in this section.

Enactment: 1988, P.A. 358  
Estimated Cost Characterization: Major  

Recommendation: Modification - If the ECS grant is less than the year before, the town can reduce the budget for education by that amount

Fire Drills. - Requires local and regional boards of education to have one fire drill a month in each school.

Enactment: Prior to 1949  
Estimated Cost Characterization: Minor  

Recommendation: Modification – Change drill to once a month for the first three months, then every other month

Office of Early Childhood

Preschool experience survey. – Requires boards of education to include cardiopulmonary resuscitation instruction in their health and safety curriculum as specified.

Enactment: 2014, P.A. 14-39, Sec. 86  
Estimated Cost Characterization: Minor  

Recommendation: Delete
Title 12: Taxation

Property Tax Assessment

12-40 Assessors To Publish Notices Requiring Lists. - Requires assessors to publish in a newspaper, on or before October 15 annually, a notice requiring all persons liable to pay taxes to bring in written lists of property they own.

Enactment: Prior to 1949
Estimated Cost Characterization: Minor

Recommendation: Post electronically online

Title 13a: Highways and Bridges

Highway Construction and Maintenance

13a-107 Selectmen To Open Highway Blocked With Snow. - Requires towns to plow highways when they become impassable for public travel.

Enactment: Prior to 1949
Estimated Cost Characterization: Major

Recommendation: Allow municipalities to be reimbursed for costs associated

Title 19a: Public Health and Well Being

Municipal Health Authorities

19a-214 Procedure For Suspension Of Delivery By Fuel Oil And Bottled Gas Retailers To Rental Residences. - When a municipal Director of Health is notified by a retailer that deliveries of fuel oil or bottled gas to specific rental residences is to be discontinued, he is required to contact the owner of the residence and inform him of his statutory responsibility, post notices in the building warning of discontinuation of deliveries and take reasonable steps to notify each tenant of his rights and remedies under law.

Enactment: 1975, P.A. 315
Estimated Cost Characterization: Minor

Recommendation: Delete
Title 22: Agriculture. Domestic Animals

Dogs and Other Companion Animals, Kennels and Pet Shops

22-336 Towns To Provide Pounds Or Other Suitable Facilities. Regulations. Enforcement. – Requires to provide for the detention and care of dogs and other animals, as specified.

Enactment: Prior to 1949
Estimated Cost Characterization: Minor

Recommendation: Modification – Statute change that would allow municipalities to regionally share these services

Title 23: Parks, Forests, and Public Shade Trees

Public Shade Trees and Tree Protection Examining Board

23-58 Tree Wardens; Appointment; Compensation; Supervision. - Requires municipalities to appoint a tree warden, who may then appoint a number of deputy tree wardens as he sees fit. Requires municipalities to pay the warden and any deputy wardens reasonable compensation for their services.

Enactment: Prior to 1949
Estimated Cost Characterization: Minor

Recommendation: Modification – Statute change that would allow municipalities to regionally share a tree warden

Title 28: Civil Preparedness and Emergency Services

Civil Preparedness, Emergency Management and Homeland Security

28-7 Local and Joint Organizations. – Requires each municipality to establish a local organization for civil preparedness, in accordance with the state civil preparedness plan and program, comprised of a director and an advisory council appointed by the chief elected official. Requires each local organization to perform such civil preparedness functions as the state director prescribes.

Enactment: 1951, June Supp. 1911d
Estimated Cost Characterization: Minor

Recommendation: Modification – Statute change that would allow municipalities to regionally perform this function
**Title 54: Criminal Procedure**

Information, Procedure and Bail

54-63d **Release By Bail Commissioner** - Requires local police to prepare a report whenever cash bail in excess of $10,000 is received for a person accused of a felony involving use or threatened use of force against another person. Police must file the report with the Department of Revenue Services and mail a copy to the appropriate State’s Attorney and to each person offering the cash bail.

*Enactment: 1967, P.A. 549*

*Estimated Cost Characterization: Minor*

*Recommendation: Modification – Delete*

**Uncodified Section A Mandates**

PA 95-351* **AAC Welfare Reform, Nursing Homes, Freestanding Chronic Disease Hospitals, Home Health Care Agencies, The Rental Assistance Program, CONNPACE, Neighborhood Youth Center Grant Program and Payments to Hospitals**. - Requires municipalities to be responsible for the full cost of general assistance for the quarter immediately preceding the quarter in which the state implements the administration of the general assistance program for the residents of such municipality.

*Enactment: 1995, P.A. 351, Sec. 9*

*Estimated Cost Characterization: Moderate*

*Recommendation: Modification – Determine whether or not to collect the cost up front*

**Section B**

**Title 7: Municipalities**

Municipalities: General Provisions

7-127c **Municipal Agents For Children**. - Stipulates that if a municipality appoints an agent for children, such agent must annually report to the municipality on his actions for the previous year. The town clerk is to notify the commissioner of the department of children and youth services immediately of the appointment of a municipal agent.

*Enactment: 1992, P.A. 247*
Recommendation: Delete – GAL and Attorneys for Children are already in place

Municipal Police and Fire Protection

7-280  **Witness Fees.** - Requires the municipality to pay fees to witnesses who attend and testify before the board of police commissioners, the amount of such fee to be certified by the mayor or clerk of such board to the proper auditing officer of the municipality.

   *Enactment:* Prior to 1949

   **Recommendation:** Delete

Section C

Title 4: Management of State Agencies

Single Audits and Program-Specific Audits for Recipients of State Financial Assistance

4-232  **Designation of independent auditor to conduct audit. Audit report filing.** If a nonstate entity, a term that includes but is not limited to municipalities, fails to designate an independent auditor and the state designates an auditor to conduct an audit pursuant to sections 4-230 through 4-236, the nonstate entity shall be responsible for paying the costs of the audit. Note that this new mandate is accompanied by a mandate reduction that raises the threshold of state financial assistance from one hundred thousand dollars to three hundred thousand dollars before an audit is required.

   *Enactment:* 2009, PA 09-7 (September Special Session)

   **Recommendation:** Delete or Modification to determine who would pay

Title 13a: Highways and Bridges

Highway Construction and Maintenance

13a-153f  **Accommodations and provision of facilities for all users.** - Requires municipalities, as of October 1, 2010, to spend 1% of all money received for road projects on bikeways and sidewalks.

   *Enactment:* 2009, PA 154

   **Recommendation:** Delete or Modification to insert the word *may* before the word *spend*
Title 31: Labor

Employment Regulation

31-511 Leave of Absence For Certain Public And Private Employees Elected To Public Office. - Requires that any municipality with no ordinance or charter provision to the contrary and any private employer which employs more than 25 persons, grant a leave of absence for two years to any employee who leaves his employment to accept a full-time elective state or municipal office. Also, requires that upon reapplication the employee be reinstated to the same or similar position with equivalent pay and benefits.

Enactment: 1973, PA 258

Recommendation: Delete