## CCPA Analysis: Public v. Private Provider Salary Differential Comparison; MR Worker 2 MH Assistant 1, Group 16

revised 3/30/06

| | FY01 | | FY02 | | FY03 | | FY04 | | FY05 | | FY06 | | FY07 (projected) | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | 1199 contract & Private Provider COLA % increase | salary | 1199 contract & Private Provider COLA % increase | salary | 1199 contract & Private Provider COLA % increase | salary | 1199 contract & Private Provider COLA % increase | salary | 1199 contract & Private Provider COLA % increase | salary | 1199 contract & Private Provider COLA % increase | salary | 1199 contract & Private Provider COLA % increase | salary |
| **Public**: MR Worker 2 & MH Assistant 1, Group 16 - HN step 6 to step 7 - Program Review average | 3.38% | $38,369 | 2.91% | $39,486 | 2.51% | $40,477 | 3.0% | $41,691 | 3.0% | $42,942 | 0.01% | $42,946 | 4.15% | $44,728 |
| *approx. hourly* | | *$19.60* | | *$20.20* | | $20.75 | | $21.35 | | $21.95 | | $22.70 | | $23.35 |
| | | | | | | | | | | | | | | |
| **Private Provider**: Program Review Data averages | 1.50% | $27,397 | 3.50% | $28,356 | 1.00% | $28,639 | 0.0% | $28,639 | 0.75% | $28,854 | 4.0% | $30,008 | 0.95% | $30,293 |
| *approx. hourly* | | $13.95 | | $14.55 | | $14.70 | | $14.70 | | $14.81 | | $15.40 | | $15.54 |
| | | | | | | | | | | | | | | |
| Differential between Public & Private Provider Salary | | 40.05% | | 39.25% | | 41.33% | | 45.57% | | 48.82% | | 43.11% | | 47.65% |

Notes

1. Salaries based on Program Review and Investigation Staff Briefing, 11/15/02, pp.29. Average salary for both private and public CLAs is the total amount paid in wages divided by the total FTEs; thus it is likely higher than base salary.
2. FY01 Source: Contract between the State of Connecticut and the NEHCE Union District 1199, effective 7/01/97 and expiring 6/30/01
3. FY02-FY04 Source: Contract between the State of Connecticut and the NEHCE Union District 1199, effective 7/01/01 and expiring 6/30/05
4. FY05, FY06, FY07 Private Provider COLA and salaries are projected.
5. Figures do not reflect either fringe rates or Step increases
6. Per FY01 DMR Consolidated Operating Report - Analytical Report average private provider fringe - 20.34%
7. The private provider FY03 cost of living adjusment (COLA) was not effective until November 2002. The net FY03 increase is 1%. The annualization is 1.5%.
8. FY06 private provider COLA of 4%
9. FY07 net reduction of 0.55% ($10.1M reduction offset by $3.5M add back to DCF and $1.1M add back to DMHAS) linked to 18% cap on A&G.
10. FY07 2% COLA effective 10/1/06 = net COLA in FY07 of 1.5%. The annualization is 2%.
11. FY07 COLA adjusted for 18% A&G cap and partial year funding = 0.95% (1.5% - 0.55% = 0.95%)