

ITEM NO. 2803-E

SUBJECT: SALARY ADJUSTMENTS FOR EXECUTIVE BRANCH EMPLOYEES IN THE HE PAY PLAN ASSIGNED TO LABOR UNIT 63

EFFECTIVE: July 1, 2021

In accordance with Sections 4-40, 5-200(p) and 5-208(a) of the Connecticut General Statutes, effective July 1, 2021 Item No. 2803-E authorizes the same salary adjustments received by bargaining unit employees in the 2017 SEBAC Agreement to eligible non-represented employees, as follows:

Cost of Living Adjustment (COLA):

Salary Plan Adjustments Effective July 1, 2021:

As a result of the COLA effective July 1, 2021:

- 3.5% increase to the minimum and maximum rates of the HE range pay plan

Employee Salary Adjustments Effective July 1, 2021:

This Item authorizes a 3.5% COLA to employees who are assigned to the following plan effective July 1, 2021:

- HE pay plan in Labor Unit 63

Annual Increment (AI):

Employee AI Adjustment:

This Item authorizes an AI to employees who are assigned to the above plan, as follows:

- 4% annual increase for an overall rating of "meets expectations" or "exceeds expectations".
- 2% annual increase for the first overall rating of "needs improvement".
- No increase for a rating of "unsatisfactory" or a second consecutive rating of "needs improvement".
- If the annual increase takes the employee over the maximum of the range, the remainder of the increase must be paid as a lump sum payment.
- Employees at the maximum rate of the range in the above listed pay plans with satisfactory performance will receive an "at max" payment of 4% to be paid as a lump sum and calculated based on the maximum rate.
- Employees who were hired or promoted into an executive or management position on or after January 1, 2021 are ineligible for the annual increment authorized under this item as these employees have not yet completed a working test period in an eligible job class.

Exceptions to the COLA and AI:

- Employees who received an increase in pay of 7.5% or greater pursuant to an action other-than-a-promotion-or-reclassification-to-a-new-job-class with an effective date from July 1, 2020 through June 30, 2021, are not eligible for the July 1, 2021, COLA or AI, except that this provision shall not result in a rate of pay below the revised pay plan minimum.
- Employees who received an increase in pay less than 7.5% pursuant to an action other-than-a-promotion-or-reclassification-to-a-new-job-class with an effective date from July 1, 2020 through June 30, 2021, shall have the cumulative annual increase granted under this item adjusted so that their cumulative increase in combination with the increases under this item is not more than 7.5%, except that this provision shall not result in a rate of pay below the revised pay plan minimum.
- Employees who received an increase in pay as a result of a promotion or reclassification to a new job class with an effective date from July 1, 2020 through June 30, 2021, or by reaching the target class following successful completion of training with an effective date from July 1, 2020 through June 30, 2021, shall be eligible for the COLA but shall not be eligible for the AI, except that this provision shall not result in a rate of pay below the revised pay plan minimum.

\$2,000 One-Time Payment:

This Item authorizes a \$2,000 one-time payment to employees who are assigned to the above plan effective July 1, 2021, provided that this payment shall not be granted to an employee initially/newly/first hired or appointed into state service after June 30, 2018, or who previously received the \$2,000 one-time payment. All one-time payments shall be pensionable in accordance with the plan's normal rules, and pro-rated for part time employees.


This Item Does not Pertain to:

- Any employee with a statutorily-set rate of pay.
- Employees whose salary is authorized by a board or commission or other governing body outside of the jurisdiction of the Department of Administrative Services and the Office of Policy and Management.
- Unclassified employees of any of the boards of trustees of higher education.

Human Resources Professionals should contact [HR Policy](#) with questions.

Approved by:

Date:

 8/3/2021

Josh Geballe, Commissioner
Department of Administrative Services

 8/3/2021

Konstantinos Diamantis, Deputy Secretary
Office of Policy and Management