

ITEM NO. 1873-E

SUBJECT: PAY PLAN CHANGES AND SALARY INCREASES FOR DIVISION OF
CRIMINAL JUSTICE CONFIDENTIAL EMPLOYEES

EFFECTIVE: June 27, 2014

In accordance with Sections 4-40, 5-200(p), Item No. 1873-E authorizes:

Salary Plan Adjustments Effective June 27, 2014:

The Division of Criminal Justice confidential (CJ) pay plan will be adjusted to mirror the salary groups in the CR pay plan effective June 27, 2014. The salary of employees who are below the minimum rate of the new pay plan shall be adjusted to minimum.

Cost of Living Adjustment Effective July 1, 2014:

- This Item authorizes a three percent (3%) Cost of Living Adjustment Increase to the minimum and maximum rates of the CJ pay plan effective July 1, 2014.
- This Item authorizes a three percent (3%) Cost of Living Adjustment to employees assigned to the CJ pay plan effective July 1, 2014.

Annual Increase Effective December 26, 2014:

A three percent (3%) Annual Increment is authorized as follows:

- Effective December 26, 2014 for all employees in the CJ pay plan. (Those employees who are currently on a July increment schedule shall be moved to a January increment schedule for all future authorized annual increments.)
- If an employee is within 3% of the position rate, the balance of the increase shall be paid in the form of a lump sum up to a maximum of the amount authorized for the CR pay plan. Employees who are at the maximum of the salary range shall be paid a lump sum rate in accordance with that granted to the confidential employees assigned to the CR plan as applicable.

Future Salary Increases:

This Item authorizes future salary increases as follows:

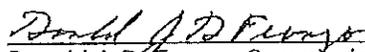
- Confidential employees assigned to the CJ pay plan shall be granted all cost of living increases, annual increments and bonuses granted to employees assigned to the CR pay plan.
- When annual increments (AI's) are authorized for employees in the CR pay plan, confidential employees assigned to the CJ pay plan will receive a 3% increase up to the maximum of the salary range. If an employee is within 3% of the position rate, the balance of the increase shall be paid in the form of the lump sum up to a maximum of the amount authorized for the CR pay plan. Employees who are at the maximum of the salary range shall be paid a lump sum rate in accordance with that granted to the confidential employees assigned to the CR plan as applicable.
- The ranges of the CJ pay plan shall be adjusted when a cost of living adjustment (COLA) has been authorized for the CR pay plan.

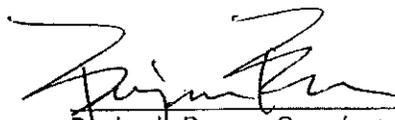
- If additional steps are added to the CR pay plan in the future, the equivalent increase shall be added to the CJ pay plan.
- Any future changes in the CR pay plan will be reflected in the CJ pay plan.

This item makes consistent how confidential employees in CJ and other Executive Branch confidential employees in the CR plan are treated for compensation purposes.

Approved by:

Date:

 6/23/14
Donald J. DeFronzo, Commissioner
Department of Administrative Services

 6/27/14
Benjamin Barnes, Secretary
Office of Policy and Management