

**STATE OF CONNECTICUT**  
**OFFICE OF POLICY AND MANAGEMENT**  
**OFFICE OF LABOR RELATIONS**

**DATE:** April 29, 2012

**GENERAL NOTICE NO.:** 2021-06

**TO:** Labor Relations Designees

**SUBJECT:** Legislative Approval of Classes Accreting into the A&R Bargaining Unit

**DATE:** April 29, 2021

The Tentative Agreement between the State and the Administrative and Residual Bargaining Unit (P-5) passed both houses of the Legislature in the final week of March 2021. The Agreement covered employees in former management job classifications. With the transition into the bargaining unit, transition was also made to a bargaining unit range pay plan. The impacted job titles and the salary plan are set forth in the table below. The transition was effective upon legislative approval. A list of the employees is attached hereto as "Exhibit A" and by reference incorporated herein.

| Current Salary  |                         | Proposed Salary |  |               |
|---|-------------------------|-----------------|--|---------------|
| Job Title   | Current Salary Schedule | Salary Schedule | Current Annual MP Range                  | Salary Change |
| Banking Dept. Manager   | MP 65                   | AR 65           | \$89,852-\$122,505                       | 0             |
| Banking Asst. Div. Director                                     | MP 68                   | AR 68           | \$101,066-\$137,814                      | 0             |
| Labor Dept. Unit Director                                       | MP 66                   | AR 66           | \$93,442-\$127,413                       | 0             |
| Dir. Of Unemployment Insurance Fld. Srvs. And Adjud.            | MP 67                   | AR 67           | \$97,183-\$132,508                       | 0             |
| Insurance Actuary   | MP 70                   | AR 70           | \$109,320-\$149,062                      | 0             |
| Insurance Cert. Superv. Exmnr.                                  | MP 66                   | AR 66           | \$93,442-127,413                         | 0             |
| Insurance Program Manager                                       | MP 65<br>MP 66          | AR 65<br>AR 66  | \$89,852-\$122,505<br>\$93,442-\$127,413 | 0             |
| Chief Property and Casualty Insurance Actuary (RC) <sup>1</sup> | MP 70                   | AR 70           | \$109,320-\$149,062                      | 0             |
| Transp. Transit Manager   | MP 69                   | AR 69           | \$105,113-\$143,324                      | 0             |
| Transp. Maintenance Manager                                     | MP 69                   | AR 69           | \$105,113-\$143,324                      | 0             |

<sup>1</sup> This classification is red-circled and occupied by a sole incumbent. It is included herein by agreement of the parties.

|   |       |       |                     |   |
|---|-------|-------|---------------------|---|
| Transp. District Maintenance<br>Special Svcs. Section Manager | MP 66 | AR 66 | \$93,442-127,413    | 0 |
| Transp. Asst. Planning Director <sup>2</sup>                  | MP 69 | AR 69 | \$105,113-\$143,324 | 0 |
| Transp. Purchasing and Stores<br>Asst. Director               | MP 64 | AR 64 | \$86,386-\$117,793  | 0 |

**General Wage Increase:** Retroactive to June 19, 2020, the base annual salary for all employees in the titles identified above shall be increased by three and one-half percent (3.5%).

**Incremental Movement:** Inasmuch as the range plan does not have steps, the agreement allows for incremental movement within the range in lieu of steps. Therefore, retroactive to the payroll period that includes January 1, 2021, all employees in the titles identified above shall receive a two percent (2.0%) incremental increase in their salary not to exceed the top of the range. If any employee, by application of the incremental increase described above, exceeds the top of the range, said employee shall be paid the amount up to the top of the range, and the remainder of the two percent (2.0%) shall be paid as a lump sum payment. Employees at the top of the range shall be deemed to be on the top step of the pay plan.

**Vacation Accrual:** All current employees in the titles identified above are presently assigned to the managerial pay plan and receive managerial benefits. Those who have accumulated more than five hundred sixty (560) hours or seventy (70) days of vacation time, as of the date of legislative approval of this Agreement, such number of days shall be the maximum accumulation, and payout upon separation, for these employees. Should their vacation accrual ever drop to the maximum rate per Article 18 Section 2 of the A&R Contract, their maximum vacation accrual shall be as prescribed by the A&R Contract.

**Overtime/Compensatory Time:** In accordance with Article 16 Section 5(D) of the A&R Contract, all employees in the titles identified above shall be classified as Exempt Employees. They are, therefore, eligible to accumulate Compensatory Time, on an hour for hour basis.

**Telework:** Employees in the above classifications shall be placed on Appendix A of the Interim Telework Program ("Program") and are therefore eligible to apply for telework pursuant to the Program Guidelines.

**Bumping:** Any bumping rights shall be determined within one year and in accordance with Article 13 Section 4(b) of the A&R Contract.

**Range Plan:** All of the above classifications shall remain on their existing range plans at least through the end of any successor agreement to the 2016-2021 A&R Contract.

**Longevity:** Employees who were an incumbent of any of the above titles on April 1, 2013 and had their longevity rolled into their salary as a result, will not be eligible for longevity while maintaining any of the above the titles. Any employee in the titles above who did not have longevity rolled into their salary in 2013 and were employed by the State as of July 1, 2011, shall be eligible for longevity in the amount of \$700 biannually.

---

<sup>2</sup> One (1) position within this classification, currently held by Pamela Sucato, is excluded from the bargaining unit and therefore remains managerial.

**Other Terms and Conditions:** All economic items shall be effective upon legislative approval of this Agreement. Except as otherwise provided herein, the terms of the current A&R Contract shall apply to all employees in the titles identified above.

If you have any questions please email Tammy Kowalski at [Tammy.Kowalski@ct.gov](mailto:Tammy.Kowalski@ct.gov) and she will direct it to the appropriate staff member.

*S. Fae Brown-Brewton*

---

Fae Brown-Brewton  
Undersecretary for Labor Relations

**MEMORANDUM OF AGREEMENT**  
**State of Connecticut**  
**and**  
**Administrative & Residual Employees Union**

In resolution of the Impact Bargaining regarding employees in the following titles: Banking Department Manager, Banking Assistant Division Director, Labor Department Unit Director, Director of Unemployment Insurance Field Services and Adjudication, Insurance Actuary, Insurance Certified Supervising Examiner, Insurance Program Manager, Chief Property and Casualty Insurance Actuary, Transportation Transit Manager, Transportation Maintenance Manager, Transportation District Maintenance Special Services Section Manager, Transportation Assistant Planning Director, Transportation Purchasing and Stores Assistant Director, the State and the Union hereby agree as follows:

**Compensation:**

**Salary Group Placement:** Effective upon legislative approval, employees in the classifications identified above shall be compensated utilizing the current "MP" range salary schedules, but they shall be retitled "AR" in lieu of "MP".

| Current Salary                                       |                         | Proposed Salary |                         |               |
|--|-------------------------|-----------------|-------------------------|---------------|
| Job Title  | Current Salary Schedule | Salary Schedule | Current Annual MP Range | Salary Change |
| Banking Dept. Manager                                | MP 65                   | AR 65           | \$89,852-\$122,505      | 0             |
| Banking Asst. Div. Director                          | MP 68                   | AR 68           | \$101,066-\$137,814     | 0             |
| Labor Dept. Unit Director                            | MP 66                   | AR 66           | \$93,442-\$127,413      | 0             |
| Dir. Of Unemployment Insurance Fld. Srvs. And Adjud. | MP 67                   | AR 67           | \$97,183-\$132,508      | 0             |
| Insurance Actuary                                    | MP 70                   | AR 70           | \$109,320-\$149,062     | 0             |
| Insurance Cert. Superv. Exmnr.                       | MP 66                   | AR 66           | \$93,442-\$127,413      | 0             |
| Insurance Program Manager                            | MP 65                   | AR 65           | \$89,852-\$122,505      | 0             |
|  | MP 66                   | AR 66           | \$93,442-\$127,413      |               |

|   |       |       |                     |   |
|---|-------|-------|---------------------|---|
| Chief Property and Casualty Insurance Actuary (RC) <sup>1</sup> | MP 70 | AR 70 | \$109,320-\$149,062 | 0 |
| Transp. Transit Manager   | MP 69 | AR 69 | \$105,113-\$143,324 | 0 |
| Transp. Maintenance Manager                                     | MP 69 | AR 69 | \$105,113-\$143,324 | 0 |
| Transp. District Maintenance Special Svcs. Section Manager      | MP 66 | AR 66 | \$93,442-127,413    | 0 |
| Transp. Asst. Planning Director                                 | MP 69 | AR 69 | \$105,113-\$143,324 | 0 |
| Transp. Purchasing and Stores Asst. Director                    | MP 64 | AR 64 | \$86,386-\$117,793  | 0 |

**General Wage Increase:** Retroactive to June 19, 2020, the base annual salary for all employees in the titles identified above shall be increased by three and one-half percent (3.5%).

**Incremental Movement:** (For/Retroactive to) the payroll period that includes January 1, 2021, all employees in the titles identified above shall receive a two percent (2.0%) incremental increase in their salary not to exceed the top of the range. If any employee, by application of the incremental increase described above, exceeds the top of the range, said employee shall be paid the amount up to the top of the range, and the remainder of the two percent (2.0%) shall be paid as a lump sum payment. Employees at the top of the range shall be deemed to be on the top step of the pay plan.

**Vacation Accrual:** All current employees in the titles identified above are presently assigned to the managerial pay plan and receive managerial benefits. Those who have accumulated more than five hundred sixty (560) hours or seventy (70) days of vacation time, as of the date of legislative approval of this Agreement, such number of days shall be the maximum accumulation, and payout upon separation, for these employees. Should their vacation accrual ever drop to the maximum rate per Article 18 Section 2 of the A&R Contract, their maximum vacation accrual shall be as prescribed by the A&R Contract.

**Overtime/Compensatory Time:** In accordance with Article 16 Section 5(D) of the A&R Contract, all employees in the titles identified above shall be classified as Exempt Employees. They are, therefore, eligible to accumulate Compensatory Time, on an hour for hour basis

<sup>1</sup> This classification is red-circled and occupied by a sole incumbent. It is included herein by agreement of the parties.

**Telework:** Employees in the above classifications shall be placed on Appendix A of the Interim Telework Program ("Program") and are therefore eligible to apply for telework pursuant to the Program Guidelines.

**Bumping:** Any bumping rights shall be determined within one year and in accordance with Article 13 Section 4(b) of the A&R Contract.

**Range Plan:** All of the above classifications shall remain on their existing range plans at least through the end of any successor agreement to the 2016-2021 A&R Contract.

**Longevity:** Employees who were an incumbent of any of the above titles on April 1, 2013 and had their longevity rolled into their salary as a result, will not be eligible for longevity while maintaining any of the above the titles. Any employee in the titles above who did not have longevity rolled into their salary in 2013 and were employed by the State as of July 1, 2011, shall be eligible for longevity in the amount of \$700 biannually.

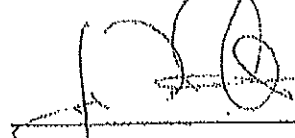
**Other Terms and Conditions:** All economic items shall be effective upon legislative approval of this Agreement. Except as otherwise provided herein, the terms of the current A&R Contract shall apply to all employees in the titles identified above.

**FOR THE STATE:**

*S. Fas Brown-Brewton*

Date: 2/10/2021

**FOR THE UNION:**

  
Date: 1 | 20 | 21

**EXHIBIT A**  
**List of Impacted Employees**

| Emp ID | Name                     | Title                     |
|--------|--------------------------|---------------------------|
| 476660 | Garcia, Cesar H.         | BankDeptManager           |
| 510714 | Kaiko, Christina         | BankDeptManager           |
| 470035 | Kelly, Tracey L          | BankDeptManager           |
| 967371 | LaChance, Amy B.         | BankDeptManager           |
| 476653 | Lein, Debora L           | BankDeptManager           |
| 103599 | Lentini, Michael Vincent | BankDeptManager           |
| 405279 | Maher, Kevin R           | BankDeptManager           |
| 476689 | Prout, Todd J            | BankDeptManager           |
| 033097 | Conway, Anthony F        | BnkngAsstDivDir           |
| 336353 | Gozzo Andrews, Susan     | Chf PropCasualtyInsActRC  |
| 471275 | Petow, Kenneth M.        | Dir of UnInsFldSvs&Adjud  |
| 551248 | Rivera, Angel M.         | Dir of UnInsFldSvs&Adjud  |
| 570358 | Arfanis, William         | InsCertSupvsngExamnr(Mgr) |
| 126762 | Cotrone Jr, Kenneth L.   | InsCertSupvsngExamnr(Mgr) |
| 336430 | Mitchell, William C      | InsCertSupvsngExamnr(Mgr) |
| 570392 | Murphy, Mark J           | InsCertSupvsngExamnr(Mgr) |
| 168032 | Dave, Tricia A.          | InsuranceActuary          |
| 429458 | Greenhalgh, Andrew S.    | InsuranceActuary          |
| 187646 | He, Qing                 | InsuranceActuary          |
| 381429 | Hidalgo, Manuel V        | InsuranceActuary          |
| 615240 | Rao-Knight, Lei          | InsuranceActuary          |
| 498495 | Schirmacher, Doris       | InsuranceActuary          |
| 970132 | Breen, Marjorie J        | InsuranceProgramManager   |
| 081859 | Stegall, Amy M.          | InsuranceProgramManager   |
| 503718 | Bartley, Michael S.      | LbrDeptUnitDir            |
| 390912 | Beaudoin, Deborah M.     | LbrDeptUnitDir            |
| 627976 | Berch, Todd G            | LbrDeptUnitDir            |
| 503220 | Colbourn, Laurie Ann     | LbrDeptUnitDir            |
| 551020 | Dombrowski, Stephen      | LbrDeptUnitDir            |
| 505975 | Fuda, Victor J.          | LbrDeptUnitDir            |
| 408261 | Gilly, Christopher       | LbrDeptUnitDir            |
| 510642 | Ladas, Linda             | LbrDeptUnitDir            |
| 368464 | Marioni, Kathleen A.     | LbrDeptUnitDir            |
| 511484 | McLeod, Lorna C.         | LbrDeptUnitDir            |
| 470889 | Mello, Sandra I.         | LbrDeptUnitDir            |
| 510559 | Polzella, Mark A.        | LbrDeptUnitDir            |
| 510755 | Pratt, Caroline A        | LbrDeptUnitDir            |
| 503724 | Romano, Stephen E.       | LbrDeptUnitDir            |

|        |                      |                               |
|--------|----------------------|-------------------------------|
| 630355 | Carifa, Kevin F      | TranspAsstPlngDir             |
| 494519 | Connors, Michael J   | TranspAsstPlngDir             |
| 018443 | Elder, David C.      | TranspAsstPlngDir             |
| 441065 | Wojenski, Maribeth C | TranspAsstPlngDir             |
| 502076 | DiReinzo, Daniel A   | TranspDmSpecSvcsSectnMgr      |
| 441035 | Mozzicato, Paul S    | TranspDmSpecSvcsSectnMgr      |
| 494702 | Steeves, Aron        | TranspDmSpecSvcsSectnMgr      |
| 598922 | Belanger, Eric P     | TranspMaintMgr                |
| 598481 | Casey, Peter M       | TranspMaintMgr                |
| 440757 | Crespo, Luis O       | TranspMaintMgr                |
| 440590 | Decastro, John S     | TranspMaintMgr                |
| 598616 | Gombotz, William H   | TranspMaintMgr                |
| 441285 | Keeney, Shawn E      | TranspMaintMgr                |
| 598645 | Labrie IV, Arthur J  | TranspMaintMgr                |
| 494413 | Morrill, Andrew S    | TranspMaintMgr                |
| 416048 | Morrison, William E  | TranspMaintMgr                |
| 494522 | Remson, Donald A     | TranspMaintMgr                |
| 416585 | Ruiz-Clark, Sherri L | TranspMaintMgr                |
| 494530 | Szruba, John D       | TranspMaintMgr                |
| 495029 | Wells, John N        | TranspMaintMgr                |
| 441067 | Almeida, Ricardo L   | Transportation TransitManager |
| 467896 | Kent, Maureen        | Transportation TransitManager |
| 511591 | Rivers, Lisa A       | Transportation TransitManager |
| 416712 | Scarozzo, Philip T   | Transportation TransitManager |
| 064055 | Tower, Gregory Frank | Transportation TransitManager |
| 649536 | Bergeron, Barbara R  | TranspPurchg&StorsAsstDir     |