

**Blackmon, Erica**

---

**From:** list <GOV\_EmployeeCommunication@LIST.CT.GOV> on behalf of Governor Lamont <Governor.Lamont@CT.GOV>  
**Sent:** Thursday, July 15, 2021 11:17 AM  
**To:** GOV\_EmployeeCommunication@LIST.CT.GOV  
**Subject:** Update for non-represented state employees  
**Attachments:** 2021.07.15 Notice non-represented adjustments.pdf

Team,

First, I want to thank you for the hard work and long hours you put in throughout the COVID-19 pandemic, as well as your continued efforts to make sure Connecticut recovers as quickly as possible. Your work has ensured that Connecticut continues to lead the nation in our pandemic response. Beyond the pandemic, your contributions keep the state on track and our teams productive each and every day.

As our state government faces the reality of significant retirements during the next year, we continue to count on you to transform the way we do business, recruit the best and brightest talent, and make sure our residents have the information they need to interact with us as efficiently as possible. We also need to ensure our high-potential employees are motivated to step up into management roles in the coming transition and are appropriately and fairly rewarded for taking on additional responsibilities.

From the start of our administration, we have worked collaboratively with state agency heads on our joint commitment to solve the long-standing problems with non-represented salary compression and inversion. We are pleased to give you an update on a variety of positive developments that we believe will make significant progress in addressing this issue.

Your agency heads received an email from Secretary McCaw and COO/Commissioner Geballe today (see attached document) detailing some of the changes we are making in order to show how much we value you and your work on behalf of our residents. These commonsense updates include salary adjustments and one-time payments for eligible employees who were excluded from the same increases provided to represented employees in past years, as well as a legislative change to ensure we maintain equity between represented and non-represented employees going forward.

The Department of Administrative Services and the Office of Policy Management also plan to gather further feedback from agencies to study the effectiveness of these changes, and to evaluate the need for any individual adjustments.

Once again, I want to thank you for your service to our great state, particularly throughout the past year. We are committed to ensuring that the State of Connecticut remains a great place to work and that those who step up to lead are recognized for their effort. I look forward to working with all of you to continue to improve upon the progress we have made.

Sincerely,

Ned Lamont  
Governor

