



**STATE OF CONNECTICUT**  
**OFFICE OF POLICY AND MANAGEMENT**  
**AND**  
**DEPARTMENT OF ADMINISTRATIVE SERVICES**

**To:** Executive Branch Agency Heads

**From:** Melissa McCaw, Secretary  
Office of Policy and Management

Josh Geballe, Commissioner  
Department of Administrative Services

**Date:** July 15, 2021

**Subject:** Implementing Salary Increases and Addressing Salary Compression/Inversion for Non-Represented Employees

From the start of the Lamont/Bysiewicz Administration, we have worked collaboratively with you on our joint commitment to solve the long-standing problem of salary compression and inversion impacting non-represented employees, including managers. We are pleased to give you an update on a variety of positive developments approved by Governor Lamont and led by our administration that we believe will go a long way toward addressing this issue.

1. Section 223 of [SB 1202, AN ACT CONCERNING PROVISIONS RELATED TO REVENUE AND OTHER ITEMS TO IMPLEMENT THE STATE BUDGET FOR THE BIENNIUM ENDING JUNE 30, 2023](#), changed Sec. 5-200(p) of the Connecticut General Statutes to require the Commissioner of DAS to “issue orders to provide that employees exempt from the classified service or not included in any prevailing bargaining unit contract be granted rights and benefits not less than those granted to employees in the classified service or covered under such contracts.” These orders are subject to approval by the Secretary of the Office of Policy and Management. This change in policy, effective July 1, 2021, signals the importance of keeping adjustments to core terms and conditions of state employment equitable in the future, and creates a presumption that bargaining unit and non-represented employees will be treated similarly going forward.
2. During July, non-represented employees will, based on eligibility, receive a “true up” to their salaries that provides them with increases that are consistent with those that bargaining unit employees received over the last biennium under the SEBAC 2017 agreement. These increases – which include a 3.5% Cost of Living Adjustment (“COLA”), up to a 4% Annual Increment (“AI”), and a \$2,000 one-time payment – will be effectuated through the enclosed E-Item and will be retroactive to July 1, 2021. This E-Item will grant one of the greatest increases to non-represented employee compensation in decades and demonstrate a clear commitment to equity and the importance of non-represented employees within state service.

3. Once the above E-Item is implemented effective July 1, 2021, DAS and OPM will send a communication to you on or about September 1, 2021, seeking input on any instances of potential salary compression or inversion within your respective agencies that remain after the increases. Together, we will examine if any further individualized adjustments are necessary to address acute instances of compression or inversion.

DAS and OPM look forward to implementing the above policy change and actions to address salary compression and inversion. We thank you for your input on this important subject and your patience while solutions could be brought forward. Should you have any questions, please don't hesitate to reach out to us directly.

Enclosure

CC: Paul Mounds, Jr., Chief of Staff, Office of the Governor