

ITEM NO. 4042-E

SUBJECT: SALARY ADJUSTMENTS FOR EXECUTIVE BRANCH EMPLOYEES IN THE EX, MD AND MP PAY PLANS ASSIGNED TO LABOR UNITS 01, 02 OR 03, SE and DM PLANS OR IN JOB CLASSES WITH A VARIABLE RANGE (VR) ASSIGNED TO LABOR UNITS 01, 02 OR 03

In accordance with Sections 4-40, 5-200(p) and 5-208(a) of the Connecticut General Statutes, Item No. 4042-E authorizes:

1. EFFECTIVE JULY 1, 2024: Cost of Living Adjustment (COLA):

a. Salary Plan Adjustments:

As a result of the COLA, the minimum and maximum rates of the EX, MP, MD, SE, and DM range plans, shall be increased by 2.5% effective July 1, 2024.

b. Employee Salary Adjustments:

The salaries of employees who are assigned to any of the below plans shall be placed on such plans and increased 2.5%, effective July 1, 2024:

- EX pay plan in Labor Unit 01
- MP pay plan in Labor Units 01, 02 or 03, including confidential employees assigned to the MP pay plan
- MD pay plan
- Variable range (VR) in Labor Units 01, 02, 03
- SE pay plan
- DM pay plan at the Division of Criminal Justice

2. EFFECTIVE JANUARY 1, 2025: Annual Increment (AI):

a. Employee AI Adjustment: Effective January 1, 2025, employees with satisfactory performance assigned to any of the above pay plans shall receive an increment of three percent (3.0%) movement within the salary range, but not to exceed the maximum of the salary range. Those employees at the maximum rate of the salary schedule shall receive a lump sum payment of three percent (3.0%) of their salary, minus the percentage value of any increment received to date.

b. Employees who are serving an initial working test period as of January 1, 2025, are ineligible for the annual increment under this section. Employees who are serving a promotional working test period as of January 1, 2025, and whose salary was adjusted by a hiring rate beyond the normal calculation provided in DAS' Compensation Manual, are ineligible for the annual increment authorized under this section.

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: May 3, 2024



Michelle H. Gilman, Commissioner
Department of Administrative Services



Jeffrey R. Beckham, Secretary
Office of Policy and Management