



# STATE OF CONNECTICUT

OFFICE OF POLICY AND MANAGEMENT

Office of Labor Relations

**June 23, 2025**

**General Notice No. 2025-03**

**TO: Labor Relations Designees**

**SUBJECT: Administrative and Residual (P-5) Job Class Reevaluation  
Stipulated Agreement**

The Office of Labor Relations has reached an agreement with the Administrative and Residual Employees Union (P-5) to fulfill the Parties' responsibility under the 2021-2025 collective bargaining agreement to address job class reevaluations. A copy of the agreement is attached to this notice.

The Agreement includes the following reevaluations with adjustments effective June 13, 2025, and with salaries calculated using the round up method (Please see note regarding salary calculation for Top Step Employees):

<b>Title and Class Code</b>	<b>Current Sal Gr.</b>	<b>Adjusted Sal Gr.</b>
Insurance Examiner (1780AR)	AR22	AR23
Insurance Examiner (Examination and Market Conduct) (4888AR)	AR22	AR23
Health Care Analyst (4380AR)	AR22	AR23
Planning Analyst (6297AR)	AR22	AR23
Research Analyst (6855AR)	AR22	AR23
Retirement and Benefits Officer (4732AR)	AR22	AR23

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**\* NOTE: Top Step Employees.** The roundup calculation method renders the following result for employees who are at the top step of the salary group as of June 13, 2025:

Employees at Step 9 who have never received a Top Step Lump Sum payment in the current salary group will slot at Step 8 of the new salary group.

Employees at Step 9 who have received a Top Step Lump Sum payment in the current salary group will slot at Step 9 of the new salary group.

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Implementation instructions will be issued by the Department of Administrative Services and/or the CORE-CT Office.

Employees with questions about this General Notice should contact their Agency Human Resources Office or their Agency Labor Relations Office. Questions from Agency Human Resources staff or Labor Relations staff may be addressed to Michael Carey, Office of Labor Relations at 860-418-6221.



David Krayski  
Undersecretary of Labor Relations

**STIPULATED AGREEMENT**  
in the matter of

**STATE OF CONNECTICUT, OFFICE OF LABOR RELATIONS**

And

**The Administrative and Residual Employees Union, Local 4200-AFT/AFTCT, AFL-CIO**

The undersigned parties have reached a full and final resolution of pending matters involving job class evaluations to occur during the Parties' 2021-2025 collective bargaining agreement.

Whereas, During the course of negotiations for a successor to the Parties' July 1, 2016 through June 30, 2021 collective bargaining agreement, the matter of job class reevaluations was discussed;

Whereas, The Parties agreed during negotiations that the Union would forward up to five (5) job classifications for review during the successor agreement (job classes with multiple parentheticals or specialties to be considered a single job classification for this purpose);

Whereas, The Parties reached agreement, thereafter ratified by the General Assembly, regarding a successor contract covering the period July 1, 2021 through June 30, 2025; and

Whereas, The Union has brought forth job classifications for the State's consideration, consistent with the agreement reached during the aforementioned negotiations;

Now, therefore, the Parties have agreed as follows:

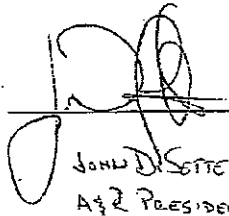
1. Effective June 13, 2025, the job classes listed below will each be increased by one (1) salary group, as indicated:
  - Insurance Examiner (1780AR) and Insurance Examiner (Examination and Market Conduct) (4888AR) from AR22 to AR23;
  - Health Care Analyst (4380AR) from AR22 to AR23;
  - Planning Analyst (6297AR) from AR22 to AR23;
  - Research Analyst (6855AR) from AR22 to AR23; and
  - Retirement and Benefits Officer (4732AR) from AR22 to AR23.
2. Upon the effective date of these changes, incumbents in each respective classification will be moved to the new salary group via the roundup calculation method.
  - a. **Top step employees.** The roundup calculation method renders the following result for employees who are at the top step of the salary group as of June 13, 2025:
    - i. Employees at Step 9 who have never received a Top Step Lump Sum payment in the current salary group will slot at Step 8 of the new salary group.
    - ii. Employees at Step 9 who have received a Top Step Lump Sum payment in the current salary group will slot at Step 9 of the new salary group.

3. Execution of the Agreement addresses fully the Parties' responsibility under the 2021-2025 collective bargaining agreement to address job class reevaluations.
4. The Union agrees not to file or pursue any legal action, including grievances, prohibited practice complaints, discrimination (CHRO and EEOC) complaints, or any other administrative action against the State of Connecticut, its representatives, its employees or the Union, its representatives or employees in any forum as a result of this Agreement, except to enforce the terms of this Agreement.
5. It is expressly understood and agreed that this Stipulated Agreement constitutes the sole and complete agreement of the parties, superseding any and all prior and/or contemporaneous agreements or understandings made or alleged to have been made by the parties, whether orally or in writing, and further agree that the provisions of this Stipulated Agreement are not subject to or in addition to any conditions or understandings not expressly set forth herein.
6. This Stipulated Agreement shall not serve as precedent in any pending or future dispute between the parties and shall not be admissible in any proceedings, except as may be required to enforce its terms.

For the State:

  
6/12/25  
Date

For the Union:

  
5/12/25  
Date  
JOHN D. SETTE  
AFL PRESIDENT