ITEM NO. 4174-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. 4174-E authorizes:

1. **EFFECTIVE JULY 1, 2025: 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 and retroactive to the pay period that includes July 1, 2025.

   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 and retroactive to the pay period that includes July 1, 2025:

   - 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, 2026: Annual Increment (AI):**

   a. Employee AI Adjustment: Effective and retroactive to the pay period that includes January 1, 2026, 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, 2026, are ineligible for the annual increment under this section. Employees who are serving a promotional working test period as of January 1, 2026, 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.

3. **EFFECTIVE JULY 1, 2026: 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 the pay period that includes July 1, 2026.

   b. Employee Salary Adjustments:
   This Item authorizes a 2.5% COLA increase, effective the pay period that includes July 1, 2026, to employees who are assigned to any of the pay plans noted in paragraph 1.b. above.

4. **EFFECTIVE JANUARY 1, 2027: Annual Increment (AI):**

   a. Employee AI Adjustment: Effective the pay period that includes January 1, 2027, 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 they received on that date.

   b. Employees who are serving in an initial working test period as of January 1, 2027, are ineligible for the annual increment authorized under this section. Employees who are serving a promotional working test period as of January 1, 2027, and whose salary is adjusted by a hiring rate beyond the normal calculation provided in DAS' Compensation Manual are ineligible for the annual increment authorized under this section.

5. **EFFECTIVE JULY 1, 2027: 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 the pay period that includes July 1, 2027.

   b. Employee Salary Adjustments:
   This Item authorizes a 2.5% COLA increase, effective the pay period that includes July 1, 2027, to employees who are assigned to any of the pay plans noted in paragraph 1.b. above.

6. **EFFECTIVE JANUARY 1, 2028: Annual Increment (AI):**

   a. Employee AI Adjustment: Effective the pay period that includes January 1, 2028, 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 they received on that date.

b. Employees who are serving in an initial working test period as of January 1, 2028, are ineligible for the annual increment authorized under this section. Employees who are serving a promotional working test period as of January 1, 2028, and whose salary is 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:

Michelle H. Gilman May 5, 2026
Michelle H. Gilman, Commissioner
Department of Administrative Services

May 8, 2026
Joshua Wojcik, Secretary
Office of Policy and Management