

SEIU 32BJ Connecticut Public Security Rates
Hourly Benefit Costs From Sep 1, 2016 through April 30, 2025

9/13/2021

Wage

Effective Date	Sep 1, 2016	Sep 1, 2017	Sep 1, 2018	Sep 1, 2019	Sep 1, 2020	Sep 1, 2021	Sep 1, 2022	Sep 1, 2023	Sep 1, 2024
Area 1 - Guard 1	14.39	14.79	15.19	15.59	16.09	16.99	17.89	18.79	19.69
Area 1 - Guard 2	19.65	20.05	20.45	20.85	21.35	21.85	22.35	22.85	23.35
Area 2 - Guard 1	14.23	14.63	15.03	15.43	15.93	16.83	17.73	18.63	19.53
Area 2 - Guard 2	20.28	20.68	21.08	21.48	21.98	22.48	22.98	23.48	23.98
Area 3 - Guard 1	18.38	18.78	19.18	19.58	20.08	20.48	20.88	21.28	21.68
Area 3 - Guard 2	20.76	21.16	21.56	21.96	22.46	22.96	23.46	23.96	24.46
Area 4 - Guard 1	14.35	14.75	15.15	15.55	16.05	16.95	17.85	18.75	19.65
Area 4 - Guard 2	20.47	20.87	21.27	21.67	22.17	22.67	23.17	23.67	24.17

Health

Effective Date	Sep 1, 2016	Sep 1, 2017	Sep 1, 2018	Sep 1, 2019	Sep 1, 2020	Sep 1, 2021	Sep 1, 2022	Sep 1, 2023	Sep 1, 2024*
Hourly Rate	2.65	2.77	3.46	4.82	5.11	5.48	5.78	6.08	6.44

*Sep 2024 Health Rate is to be determined, not to exceed 2023-2024 rate by more than 6%, which results in a maximum of \$6.44.

Legal

Effective Date	Sep 1, 2016	Sep 1, 2017	Sep 1, 2018	Sep 1, 2019	Sep 1, 2020	Sep 1, 2021	Sep 1, 2022	Sep 1, 2023	Sep 1, 2024
Hourly Rate	0.00	0.12	0.12	0.12	0.12	0.11	0.11	0.11	0.11

Training

Effective Date	Nov 1, 2021
Hourly Rate	0.09

Supplemental Retirement Savings Plan (SRSP)

Effective Date	Sep 1, 2016
Area 1 - Guard 1	0.20
Area 1 - Guard 2	1.17
Area 2 - Guard 1	0.17
Area 2 - Guard 2	1.29
Area 3 - Guard 1	0.94
Area 3 - Guard 2	1.38
Area 4 - Guard 1	0.20
Area 4 - Guard 2	1.33

Paid Leave Hourly Cost (18 Personal Days Off and 12 Holidays)

Effective Date	Sep 1, 2016	Sep 1, 2017	Sep 1, 2018	Sep 1, 2019	Sep 1, 2020	Sep 1, 2021	Sep 1, 2022	Sep 1, 2023	Sep 1, 2024
Area 1 - Guard 1	1.66	1.71	1.75	1.80	1.86	1.96	2.06	2.17	2.27
Area 1 - Guard 2	2.27	2.31	2.36	2.41	2.46	2.52	2.58	2.64	2.69
Area 2 - Guard 1	1.64	1.69	1.73	1.78	1.84	1.94	2.05	2.15	2.25
Area 2 - Guard 2	2.34	2.39	2.43	2.48	2.54	2.59	2.65	2.71	2.77
Area 3 - Guard 1	2.12	2.17	2.21	2.26	2.32	2.36	2.41	2.46	2.50
Area 3 - Guard 2	2.40	2.44	2.49	2.53	2.59	2.65	2.71	2.76	2.82
Area 4 - Guard 1	1.66	1.70	1.75	1.79	1.85	1.96	2.06	2.16	2.27
Area 4 - Guard 2	2.36	2.41	2.45	2.50	2.56	2.62	2.67	2.73	2.79