



STATE OF CONNECTICUT
OFFICE OF POLICY AND MANAGEMENT

Testimony of Robert Genuario
Secretary of the
Office of Policy and Management
Before the Government Administration and Elections Committee
Concerning Senate Bill 676
An Act Providing Fairness in Salaries for State Managers

Senator Slossberg, Representative Caruso and distinguished members of the Government Administration and Elections Committee, thank you for the opportunity to submit testimony on Senate Bill 676, An Act Providing Fairness in Salaries for State Managers.

While I appreciate the Legislature's efforts to help address existing state employee salary compression issues, we have several concerns about SB 676 and we would be happy to work with the committee to address those concerns.

This bill offers an incomplete response to the problem because it applies only to a small fraction of managers.

- The bill applies to managers who supervise non-managerial employees but ignores managers who supervise other managers or who do not directly supervise anyone.
- Essentially, the bill just moves the compression upward and does not give the Administration any authority to deal with that compression.

This bill creates incentives for misclassification and working out of class.

- By basing the manager's salary on the salary of the highest-paid non-managerial member in the section, the bill gives managers an incentive to recruit highly paid non-managerial employees for their own sections regardless of the work the non-managerial is supposed to perform.
- A partial solution to this specific problem would be to key the manager's salary to the salary of the highest paid non-managerial employee in the same career series as the manager.

This bill ignores the fact that the state has some very highly paid non-managerial professionals, such as doctors and psychiatrists, whose managers are not also doctors or psychiatrists. Currently, the managers' salaries are determined according to their own knowledge, skills, abilities or duties, but if SB 676 is passed, those managers will be compensated as if they were doctors or psychiatrists.

It is not clear from the proposed language whether the term "salary" includes just the non-managerial employee's base salary or if it also includes overtime that the non-managerial employee may earn.

The cost for this proposal, yet to be determined, was not anticipated in developing the FY09 budget and therefore are not budgeted in FY09.