



**Testimony of
Monika Nugent**

**Labor and Public Employees
March 11, 2021**

Testimony in Favor of HB 6596 An Act Concerning Manager Salaries and Occupational Licensing Regulation

Senator Kushner, Representative Porter, Representative Cabrera, Senator Sanchez, Senator Sampson, Representative Arora and members of the Labor and Public Employees Committee, my name is Monika Nugent and I am the president of Managerial and Exempt Employees United, an affiliate of AFT Connecticut and I am writing this testimony in support of HR 6596 An Act Concerning Manager Salaries and Occupational Licensing Regulation.

I am writing in support of specifically section one of House Bill 6596 that requires the Commissioner of the Department of Administrative Services to do a study regarding state employee manager salaries.

As I have mentioned in previous testimony, over the past 15 years, managers have not had merit raises or cost of living adjustments at the same rate as bargaining unit employees. This has led to compression, and in some situations complete inversion, of managers salaries and the employees they supervise. Outside of one 3.5% COLA increase in July 2019, managers have not received any increase in wages for six years but have had increases in deductions for SERS, health insurance coverage, and most recently the paid FMLA deduction. This has led to managers bringing home less money today than they did in 2015.

There are other issues that pertain to salary as well. First, there is no mechanism for a manager's superior to request that a manager receive a raise for merit or other reasons. Performance reviews that would dictate raises have been shuttered. There is one convoluted process that requires several levels of approval from various state agencies, that more times than not ends in a denial, to allow for a special circumstance.

Second, the managerial pay plan is not in line with the other bargaining unit pay plans. There are no outlined step increases in the pay plan. There is only a range that is offered for a specific level and managers in the state receive pay somewhere within that range. Which leads to the third issue being that new managers to the state are only offered the minimum salary in their pay range. There is no allowance for a hiring manager to offer a salary that may be more in line with the person's education or work background. This is even becoming true for new managers that are coming into the managerial ranks from within state service.

It is our hope that through a study of managerial salaries, all of these issues can be looked at and solutions can be found. Like all state employees, managers work hard each and everyday to provide vital services to citizens of the state. It is time that fair and equitable salary practices are applied to manager's salaries.

Thank you for your attention to this important matter. I can be reached by email for any questions that you may have: MLzauskas89@gmail.com

Respectfully submitted,

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President
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