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STATE OF CONNECTICUT JUDICIAL BRANCH

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ADMINISTRATIVE SERVICES DIVISION

HUMAN RESOURCE MANAGEMENT

May 3, 2019

MEMO TO: Clerk, Connecticut State Senate ✓
Clerk, Connecticut House of Representatives

FROM: Brian Hill, Director *BH*

SUBJECT: Memorandum of Agreement between the State of Connecticut Judicial Branch and the Union of Professional Judicial Employees, JPE/AFT-CT, AFL-CIO

In accordance with Section 5-278 (b) of the Connecticut General Statutes, enclosed please find copies of a negotiated agreement between the Judicial Branch and the Union of Judicial Professional Employees.

Pursuant to a recognition agreement between the parties dated September 29, 2017, an agreement regarding ground rules dated November 27, 2017, and a settlement and withdrawal agreement regarding SPP 33,338, the enclosed agreement sets forth the terms and conditions upon which employees in the Counsel/Legal Services job classification shall be incorporated in and covered by the 2016-2022 collective bargaining agreement between the parties.

Attached is the Branch's estimate of the funds necessary to implement the agreement.

BH/vpm

Att.

Cc: Neil Ayers, Director, Office of Fiscal Analysis

Don Chaffee, Office of Fiscal Analysis

Melissa McCaw, Secretary, Office of Policy and Management

Fae Brown-Brewton, Undersecretary of Labor Relations

Elizabeth K. Graham, Judicial Branch, Executive Director of Administrative Services

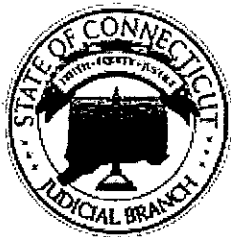
Tais C. Ericson, Judicial Branch, Executive Director of Superior Court Operations

Melissa Farley, Judicial Branch, Executive Director of External Affairs

Maria Kewer, Judicial Branch, Deputy Director, Superior Court

Deborah Kern, President, JPE

Marshall Segar, JPE



RECEIVED STATE OF CONNECTICUT JUDICIAL BRANCH

2019 MAY -3 AM 9:37

OFFICE OF THE HOUSE CLERK
FREDERICK J. JORTNER CLERK

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MEMORANDUM OF AGREEMENT

between

THE STATE OF CONNECTICUT JUDICIAL BRANCH

and

THE UNION OF PROFESSIONAL JUDICIAL EMPLOYEES, AFT/AFT-CT

Re: Counsel Legal Services

Pursuant to a Recognition Agreement between the parties dated September 29, 2017, an agreement regarding Ground Rules dated November 27, 2017, and a Settlement and Withdrawal agreement regarding SPP 33,338 dated November 8, 2018, the parties have negotiated this Memorandum of Agreement (hereinafter "Agreement") setting forth the terms and conditions upon which employees in the Counsel, Legal Services job classification (hereinafter "CLS") shall be incorporated in and covered by the 2016-2022 collective bargaining agreement between the parties (hereinafter "CBA").

1. Except as hereinafter specifically set forth, CLS employees shall be and remain covered by the provisions of the CBA, as currently written or hereinafter amended by mutual agreement in writing signed by both parties.

2. With respect to the application of Article 6 (Management Rights), Article 17 Sections 1, 2, 3, 7, 12 and 13 (Compensation), Article 19 Section 2 (Hours of Work), Article 21 Section 2 (Vacation Accrual), and Article 22 Section 13 (Emergency Sick Bank) of the CBA to CLS employees, the provisions set forth below shall apply, and to the extent such provisions differ from the conditions of employment of CLS employees prior to January 1, 2019, they shall be implemented retroactive to January 1, 2019, unless otherwise specifically set forth herein.

3. Article 6 (Management Rights): The following paragraph is added to the end of Article 6 of the CBA: "All work performed by CLS employees is not exclusive to this job classification, and may also be performed by other Branch employees outside of this bargaining unit, provided no CLS employee is laid off or reduced in regularly scheduled hours as a result thereof."

4. Article 17 (Compensation): Except as set forth below, Article 17 shall apply to CLS employees as written, effective January 1, 2019.

(a) Sections 1 and 2 (Base Salary Increases and Annual Increments):

- (i) Upon execution of this Agreement, a one-time payment of \$2000.00 (not added to base salary), shall be paid to full-time (40 hours per week) CLS employees who were actively employed in the bargaining unit covered by this Agreement on June 22, 2018. Part-time CLS employees who work fewer than 40 hours per week shall be paid a pro-rated one-time payment of \$2000.00 (not added to base salary). These one-time payments shall qualify for pension purposes.
 - (ii) Effective in contract year 2019-2020 and thereafter, employees at the maximum step of the salary plan (pay group 34, step 9) who have ceased receiving salary progression and annual increments shall be eligible for a lump sum payment of one thousand dollars (\$1000) per year. The payment shall be made as of the date that each increment specified below would have applied (January 1). This payment may be denied if an employee's work performance is determined to be unsatisfactory by the employee's supervisor.
 - (iii) For contract year 2019-2020, effective June 21, 2019, and paid beginning with the check dated July 19, 2019, the base annual salary for CLS employees shall be increased by three and one-half percent (3.5%). Annual increments and top step lump sum payments will be paid effective January 1, 2020.
 - (iv) For contract year 2020-2021, effective June 19, 2020, and paid beginning with the check dated July 17, 2020, the base annual salary for CLS employees shall be increased by three and one-half percent (3.5%). Annual increments and top step lump sum payments will be paid effective January 1, 2021.
 - (v) For contract year 2021-2022, increases in base annual salary effective July 1, 2021 shall be negotiated between the parties. Such negotiations shall commence no later than January 2, 2021. Such negotiations shall be limited to general wage increases only, unless the parties otherwise mutually agree to open discussions to include other sections of the CBA. Annual increments and top step lump sum payments will be paid effective January 1, 2022.
- (b) Section 3 (Longevity): CLS employees shall not be subject to Branch policy governing longevity benefits for excluded employees after December 31, 2018, and shall instead be subject to the following:

- (i) CLS employees who have been receiving longevity benefits as part of their bi-weekly pay shall instead receive the regular salary designated for their pay group in this Agreement, effective beginning with the pay period that includes January 1, 2019.
 - (ii) Effective January 1, 2019, CLS employees who qualify for longevity credit shall be credited with all longevity time with which they would be credited if all their service time had been in a bargaining unit position, computed in accordance with existing Branch payroll practices. In no event shall any employee first hired on or after July 1, 2011 be entitled to a longevity payment; provided, however, any individual hired on or after said date who shall have military service which would count toward longevity under current rules shall be entitled to longevity if they have the necessary service requirement in the future.
 - (iii) Effective January 1, 2019, CLS employees who qualify for longevity benefits at any level, shall receive such benefits in the form of semi-annual payments in April and October, in accordance with the Branch's practice applicable to all other bargaining unit employees.
 - (iv) The parties agree that the provisions of sub-paragraphs (i) and (ii) of this Paragraph 4(b), relating to the salaries of CLS employees who have been receiving longevity amounts as part of their biweekly pay, shall be implemented retroactive to the pay period that includes January 1, 2019 in anticipation of approval of this Agreement by the General Assembly. If for any reason this Agreement is rejected by the General Assembly, the provisions of sub-paragraph (i) shall be null and void, and the status quo ante with respect to the biweekly pay of such employees shall be retroactively restored.
- (c) Section 7 (Auto Availability Fee): CLS employees shall be deemed "employees required to have a vehicle available for daily use" for purposes of this section, and shall receive the automobile availability payment for contract year 2018–2019 upon execution of this Agreement. Automobile availability payments for future contract years will be paid in accordance with existing practice.
- (d) Section 12 (Voluntary Unpaid Furlough Days): The Branch shall establish an appropriate window period prior to July 1, 2019 during which CLS employees may elect to take up to four (4) voluntary unpaid furlough days in each of the contract years commencing July 1, 2019,

July 1, 2020, and July 1, 2021. CLS employees will be able to use the equivalent number of furlough hours in .25 increments (15 minute increments or multiples thereof). Use of furlough hours must be requested in advance, and approved by management. Notwithstanding the provisions of Section 12, pay for each such voluntary furlough day taken by a CLS employee shall be deducted in the pay period in which it is taken.

(e) NEW: Section 13 (Salary Range and Progression)

(i) The pay group for CLS employees is pay groups 28, 32, and 34, as set out in Appendix A to this Agreement, attached hereto and made a part hereof, subject to the increases in annual salary specified in Paragraph 4(a) of this Agreement. The salary progression through these pay groups shall be as follows:

- (A) Year 1: pay group 28, step 97
- (B) Year 2: pay group 32, step 97
- (C) Year 3: pay group 32, step 98
- (D) Year 4: pay group 34, step 97

Thereafter, CLS employees are subject to the base annual salary increases and annual increments set forth in Paragraph 4(a) above.

(ii) Placement of existing employees in the salary progression set forth in (i) above shall be based on their placement as of January 1, 2019. Initial placement of new CLS employees in the salary progression set forth in (i) above shall be determined by management based on prior relevant experience of the employee.

5. Article 19 (Hours of Work): A new subsection (c) shall be added to Section 2 as follows: "(c) CLS employees who work fewer than forty (40) hours per week shall work in a schedule approved by management."

6. Article 21 Section 2 (Vacation Accrual): CLS employees who work a forty (40) hour per week schedule shall accrue vacation as set forth below. For CLS employees who work fewer than forty (40) hours per week, vacation leave accrues as set forth below, at a rate proportional to the number of hours the employee works.

(a) CLS employees shall continue to accrue vacation at the rate set forth in

Judicial Branch Policy 506 (Vacation Leave Accrual and Credits) through the end of the calendar month in which this Agreement is executed.


- (b) Commencing with the first of the calendar month following execution of this Agreement, vacation accrual for CLS employees shall be governed by the terms of the CBA.
- (c) If for any reason this Agreement is rejected by the General Assembly, the provisions of paragraph (b) shall be null and void, and the status quo ante with respect to the vacation accrual of CLS employees shall be retroactively restored.

7. Article 22 Section 13 (Emergency Sick Bank): Upon execution of this Agreement, CLS employees shall be moved from the excluded Emergency Sick Leave Bank to the Emergency Sick Leave Bank set forth in the CBA, and shall not be required to "buy in" to the latter, but shall be subject to any requirement of "supplemental contribution" that may be required of all covered employees on or after January 1, 2019.


8. This Agreement shall be part of, incorporated into, and attached as an appendix to the CBA.

In witness whereof, the parties have caused their duly authorized representatives to affix their signatures on the date(s) set forth below.

UNION OF PROFESSIONAL JUDICIAL
EMPLOYEES, AFT/AFT/CT

by 
date 5-1-19

STATE OF CONNECTICUT
JUDICIAL BRANCH

by 
date 5-1-19

STATE OF CONNECTICUT
 JUDICIAL ADMINISTRATIVE SERVICES
 PAYROLL MANAGEMENT SYSTEM

Bargaining Unit: 52

JUDICIAL PROFESSIONAL-B (AFT)
 40.00 HOUR WEEK
 EFFECTIVE JANUARY 01, 2019

GRP	STEP 97	STEP 98	STEP 99	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	AI
07	ANN	31052.00	31823.00	32594.00	33365.00	34136.00	34907.00	35678.00	36449.00	37220.00	37991.00	38941.00	771
	BIW	1189.74	1219.28	1248.82	1278.36	1307.90	1337.44	1366.98	1396.52	1426.06	1455.60	1492.00	1559.12
	DLY	118.98	121.93	124.89	127.84	130.79	133.75	136.70	139.66	142.61	145.56	149.20	155.92
	HLX	14.8718	15.2410	15.6103	15.9795	16.3488	16.7180	17.0873	17.4565	17.8258	18.1950	18.6500	19.4890
08	ANN	32471.00	33482.00	34493.00	35504.00	36515.00	37526.00	38537.00	39548.00	40559.00	41570.00	42609.00	1011
	BIW	1244.10	1282.84	1321.58	1360.31	1399.05	1437.78	1476.52	1515.25	1553.99	1592.73	1632.53	1705.98
	DLY	124.41	128.29	132.16	136.04	139.91	143.78	147.66	151.53	155.40	159.28	163.26	170.60
	HLX	15.5513	16.0355	16.5198	17.0039	17.4881	17.9723	18.4565	18.9406	19.4249	19.9091	20.4066	21.3248
09	ANN	33197.00	34280.00	35363.00	36446.00	37529.00	38612.00	39695.00	40778.00	41861.00	42944.00	44018.00	1083
	BIW	1271.92	1313.41	1354.91	1396.40	1437.90	1479.39	1520.89	1562.38	1603.87	1645.37	1686.86	1762.42
	DLY	127.20	131.35	135.50	139.64	143.79	147.94	152.09	156.24	160.39	164.54	168.69	176.25
	HLX	15.8990	16.4176	16.9364	17.4550	17.9738	18.4924	19.0111	19.5298	20.0484	20.5671	21.0858	22.0303
10	ANN	33950.00	35123.00	36296.00	37469.00	38642.00	39815.00	40988.00	42161.00	43334.00	44507.00	45680.00	1173
	BIW	1300.77	1345.71	1390.66	1435.60	1480.54	1525.48	1570.43	1615.37	1660.31	1705.25	1747.90	1826.56
	DLY	130.08	134.58	139.07	143.56	148.06	152.55	157.05	161.54	166.04	170.53	174.79	182.66
	HLX	16.2596	16.8214	17.3833	17.9450	18.5068	19.0685	19.6304	20.1921	20.7539	21.3156	21.8488	22.8320
11	ANN	35353.00	36568.00	37783.00	38998.00	40213.00	41428.00	42643.00	43858.00	45073.00	46288.00	47445.00	1215
	BIW	1354.53	1401.08	1447.63	1494.18	1540.73	1587.28	1633.84	1680.39	1726.94	1773.49	1817.82	1899.62
	DLY	135.46	140.11	144.77	149.42	154.08	158.73	163.39	168.04	172.70	177.35	181.79	189.97
	HLX	16.9316	17.5135	18.0954	18.6773	19.2591	19.8410	20.4230	21.0049	21.5868	22.1686	22.7228	23.7453
12	ANN	36472.00	37732.00	38992.00	40252.00	41512.00	42772.00	44032.00	45292.00	46552.00	47812.00	49007.00	1260
	BIW	1397.40	1445.68	1493.95	1542.23	1590.50	1638.78	1687.05	1735.33	1783.61	1831.88	1877.67	1962.15
	DLY	139.74	144.57	149.40	154.23	159.05	163.88	168.71	173.54	178.37	183.19	187.77	196.22
	HLX	17.4675	18.0710	18.6744	19.2779	19.8813	20.4848	21.0881	21.6916	22.2951	22.8985	23.4709	24.5269
13	ANN	37776.00	39349.00	40922.00	42495.00	44068.00	45641.00	47214.00	48787.00	50360.00	51933.00	53231.00	1573
	BIW	1447.36	1507.63	1567.90	1628.17	1688.43	1748.70	1808.97	1869.24	1929.51	1989.78	2039.51	2131.27
	DLY	144.74	150.77	156.79	162.82	168.85	174.87	180.90	186.93	192.96	198.98	203.96	213.13
	HLX	18.0920	18.8454	19.5988	20.3521	21.1054	21.8588	22.6121	23.3655	24.1189	24.8723	25.4939	26.6409
14	ANN	39484.00	41126.00	42768.00	44410.00	46052.00	47694.00	49336.00	50978.00	52620.00	54262.00	55619.00	1642
	BIW	1512.80	1575.71	1638.63	1701.54	1764.45	1827.36	1890.27	1953.19	2016.10	2079.01	2131.00	2226.90
	DLY	151.28	157.58	163.87	170.16	176.45	182.74	189.03	195.32	201.61	207.91	213.10	222.69
	HLX	18.9100	19.6964	20.4829	21.2693	22.0556	22.8420	23.6284	24.4149	25.2013	25.9876	26.6375	27.8363

STATE OF CONNECTICUT
 JUDICIAL ADMINISTRATIVE SERVICES
 PAYROLL MANAGEMENT SYSTEM

Bargaining Unit: 52

JUDICIAL PROFESSIONAL-B (AFT)
 40.00 HOUR WEEK
 EFFECTIVE JANUARY 01, 2019

GRP	STEP 97	STEP 98	STEP 99	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	AI	
15	ANN	4132.00	43028.00	44724.00	46420.00	48116.00	49812.00	51508.00	53204.00	54900.00	56596.00	58011.00	60621.00	1696
	BIW	1583.61	1648.59	1713.57	1778.55	1843.53	1908.51	1973.49	2038.47	2103.45	2168.43	2222.65	2322.65	
	DLY	158.37	164.86	171.36	177.86	184.36	190.86	197.35	203.85	210.35	216.85	222.27	232.27	
	HLX	19.7951	20.6074	21.4196	22.2319	23.0441	23.8564	24.6686	25.4809	26.2931	27.1054	27.7831	29.0331	
16	ANN	43374.00	45135.00	46896.00	48657.00	50418.00	52179.00	53940.00	55701.00	57462.00	59223.00	60704.00	63436.00	1761
	BIW	1661.84	1729.32	1796.79	1864.26	1931.73	1999.20	2066.67	2134.14	2201.61	2269.09	2325.83	2430.50	
	DLY	166.19	172.94	179.68	186.43	193.18	199.92	206.67	213.42	220.17	226.91	232.59	243.05	
	HLX	20.7730	21.6165	22.4599	23.3033	24.1466	24.9900	25.8334	26.6768	27.5201	28.3636	29.0729	30.3813	
17	ANN	45659.00	47463.00	49267.00	51071.00	52875.00	54679.00	56483.00	58287.00	60091.00	61895.00	63442.00	66297.00	1804
	BIW	1749.39	1818.51	1887.63	1956.75	2025.87	2094.99	2164.10	2233.22	2302.34	2371.46	2430.73	2540.12	
	DLY	174.94	181.86	188.77	195.68	202.59	209.50	216.41	223.33	230.24	237.15	243.08	254.02	
	HLX	21.8674	22.7314	23.5954	24.4594	25.3234	26.1874	27.0513	27.9153	28.7793	29.6433	30.3841	31.7515	
18	ANN	48078.00	49931.00	51784.00	53637.00	55490.00	57343.00	59196.00	61049.00	62902.00	64755.00	66374.00	69361.00	1853
	BIW	1842.07	1913.07	1984.07	2055.06	2126.06	2197.05	2268.05	2339.05	2410.04	2481.04	2543.07	2657.51	
	DLY	184.21	191.31	198.41	205.51	212.61	219.71	226.81	233.91	241.01	248.11	254.31	265.76	
	HLX	23.0259	23.9134	24.8009	25.6883	26.5758	27.4631	28.3506	29.2381	30.1255	31.0130	31.7884	33.2189	
19	ANN	50574.00	52478.00	54382.00	56286.00	58190.00	60094.00	61998.00	63902.00	65806.00	67710.00	69403.00	72526.00	1904
	BIW	1937.71	2010.66	2083.61	2156.56	2229.51	2302.46	2375.41	2448.36	2521.31	2594.26	2659.12	2778.78	
	DLY	193.78	201.07	208.37	215.66	222.96	230.25	237.55	244.84	252.14	259.43	265.92	277.88	
	HLX	24.2214	25.1333	26.0451	26.9570	27.8689	28.7808	29.6926	30.6045	31.5164	32.4283	33.2390	34.7348	
20	ANN	53279.00	55235.00	57191.00	59147.00	61103.00	63059.00	65015.00	66971.00	68927.00	70883.00	72655.00	75924.00	1956
	BIW	2041.35	2116.29	2191.23	2266.17	2341.12	2416.06	2491.00	2565.94	2640.89	2715.83	2783.72	2908.97	
	DLY	204.14	211.63	219.13	226.62	234.12	241.61	249.10	256.60	264.09	271.59	278.38	290.90	
	HLX	25.5169	26.4536	27.3904	28.3271	29.2640	30.2008	31.1375	32.0743	33.0111	33.9479	34.7965	36.3621	
21	ANN	56067.00	58069.00	60071.00	62073.00	64075.00	66077.00	68079.00	70081.00	72083.00	74085.00	75937.00	79354.00	2002
	BIW	2148.17	2224.87	2301.58	2378.28	2454.99	2531.69	2608.40	2685.10	2761.81	2838.51	2909.47	3040.39	
	DLY	214.82	222.49	230.16	237.83	245.50	253.17	260.84	268.51	276.19	283.86	290.95	304.04	
	HLX	26.8521	27.8109	28.7698	29.7285	30.6874	31.6461	32.6050	33.5638	34.5226	35.4814	36.3684	38.0049	
22	ANN	56642.00	59015.00	61388.00	63761.00	66134.00	68507.00	70880.00	73253.00	75626.00	77999.00	79949.00	83547.00	2373
	BIW	2170.20	2261.12	2352.04	2442.96	2533.87	2624.79	2715.71	2806.63	2897.55	2988.47	3063.19	3201.04	
	DLY	217.02	226.12	235.21	244.30	253.39	262.48	271.58	280.67	289.76	298.85	306.32	320.11	
	HLX	27.1275	28.2640	29.4005	30.5370	31.6734	32.8099	33.9464	35.0829	36.2194	37.3559	38.2899	40.0130	

STATE OF CONNECTICUT
 JUDICIAL ADMINISTRATIVE SERVICES
 PAYROLL MANAGEMENT SYSTEM

Bargaining Unit: 52

JUDICIAL PROFESSIONAL-B (AFT)
 40.00 HOUR WEEK
 EFFECTIVE JANUARY 01, 2019

GRP	STEP 97	STEP 98	STEP 99	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	AI
23 ANN	59348.00	61826.00	64304.00	66782.00	69260.00	71738.00	74216.00	76694.00	79172.00	81650.00	83691.00	87457.00	2478
BIW	2273.87	2368.82	2463.76	2558.70	2653.64	2748.59	2843.53	2938.47	3033.41	3128.36	3206.56	3350.85	
DLY	227.39	236.89	246.38	255.87	265.37	274.86	284.36	293.85	303.35	312.84	320.66	335.09	
HLX	28.4234	29.6103	30.7970	31.9838	33.1705	34.3574	35.5441	36.7309	37.9176	39.1045	40.0820	41.8856	
24 ANN	62180.00	64789.00	67398.00	70007.00	72616.00	75225.00	77834.00	80443.00	83052.00	85661.00	87803.00	91754.00	2609
BIW	2382.38	2482.34	2582.30	2682.27	2782.23	2882.19	2982.15	3082.11	3182.07	3282.04	3364.10	3515.48	
DLY	238.24	248.24	258.23	268.23	278.23	288.22	298.22	308.22	318.21	328.21	336.41	351.55	
HLX	29.7798	31.0293	32.2788	33.5284	34.7779	36.0274	37.2769	38.5264	39.7759	41.0255	42.0513	43.9435	
25 ANN	65232.00	67962.00	70692.00	73422.00	76152.00	78882.00	81612.00	84342.00	87072.00	89802.00	92047.00	96189.00	2730
BIW	2492.32	2603.91	2708.51	2813.11	2917.71	3022.30	3126.90	3231.50	3336.10	3440.69	3526.71	3685.41	
DLY	249.94	260.40	270.86	281.32	291.78	302.23	312.69	323.15	333.61	344.07	352.68	368.55	
HLX	31.2415	32.5489	33.8564	35.1639	36.4714	37.7788	39.0863	40.3938	41.7013	43.0086	44.0839	46.0676	
26 ANN	68449.00	71312.00	74175.00	77038.00	79901.00	82764.00	85627.00	88490.00	91353.00	94216.00	96571.00	100917.00	2863
BIW	2622.57	2732.27	2841.96	2951.65	3061.35	3171.04	3280.73	3390.43	3500.12	3609.81	3700.04	3866.56	
DLY	262.26	273.23	284.20	295.17	306.14	317.11	328.08	339.05	350.02	360.99	370.01	386.66	
HLX	32.7821	34.1534	35.5245	36.8956	38.2669	39.6380	41.0091	42.3804	43.7515	45.1226	46.2505	48.3320	
27 ANN	71838.00	74848.00	77858.00	80868.00	83878.00	86888.00	89898.00	92908.00	95918.00	98928.00	101401.00	105964.00	3010
BIW	2752.42	2857.74	2963.07	3068.40	3213.72	3329.05	3444.37	3559.70	3675.02	3790.35	3885.10	4059.93	
DLY	275.25	286.78	298.31	309.84	321.38	332.91	344.44	355.97	367.51	379.04	388.51	406.00	
HLX	34.4053	35.8468	37.2884	38.7300	40.1715	41.6131	43.0546	44.4963	45.9378	47.3794	48.5638	50.7491	
28 ANN	75830.00	78935.00	82040.00	85145.00	88250.00	91355.00	94460.00	97565.00	100670.00	103775.00	106369.00	111156.00	3105
BIW	2905.37	3024.33	3143.30	3262.27	3381.23	3500.20	3619.16	3738.13	3857.09	3976.06	4075.45	4258.86	
DLY	290.54	302.44	314.33	326.23	338.13	350.02	361.92	373.82	385.71	397.61	407.55	425.89	
HLX	36.3171	37.8041	39.2913	40.7784	42.2654	43.7525	45.2395	46.7266	48.2136	49.7008	50.9431	53.2358	
29 ANN	75749.00	79166.00	82583.00	86000.00	89417.00	92834.00	96251.00	99668.00	103085.00	106502.00	109165.00	114077.00	3417
BIW	2902.27	3033.19	3164.10	3295.02	3425.94	3556.86	3687.78	3818.70	3949.62	4080.54	4182.57	4370.77	
DLY	290.23	303.32	316.41	329.51	342.60	355.69	368.78	381.87	394.97	408.06	418.26	437.08	
HLX	36.2784	37.9149	39.5513	41.1878	42.8243	44.4608	46.0973	47.7338	49.3703	51.0068	52.2821	54.6346	
30 ANN	79059.00	82573.00	86087.00	89601.00	93115.00	96629.00	100143.00	103657.00	107171.00	110685.00	113452.00	118557.00	3514
BIW	3029.09	3163.72	3298.36	3432.99	3567.63	3702.27	3836.90	3971.54	4106.17	4240.81	4346.82	4542.42	
DLY	302.91	316.38	329.84	343.30	356.77	370.23	383.69	397.16	410.62	424.09	434.69	454.25	
HLX	37.8636	39.5465	41.2295	42.9124	44.5954	46.2784	47.9613	49.6443	51.3271	53.0101	54.3353	56.7803	

STATE OF CONNECTICUT
 JUDICIAL ADMINISTRATIVE SERVICES
 PAYROLL MANAGEMENT SYSTEM

Bargaining Unit: 52

JUDICIAL PROFESSIONAL-B (AFT)
 40.00 HOUR WEEK
 EFFECTIVE JANUARY 01, 2019

GRP	STEP 97	STEP 98	STEP 99	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	AI
31 ANN	82533.00	86147.00	89761.00	93375.00	96989.00	100603.00	104217.00	107831.00	111445.00	115059.00	117935.00	123242.00	3614
BIW	3162.19	3300.66	3439.12	3577.59	3716.06	3854.53	3992.99	4131.46	4269.93	4408.40	4518.59	4721.92	
DLX	316.22	330.07	343.92	357.76	371.61	385.46	399.30	413.15	427.00	440.84	451.86	472.20	
HLX	39.5274	41.2583	42.9890	44.7199	46.4508	48.1816	49.9124	51.6433	53.3741	55.1050	56.4824	59.0240	
32 ANN	86128.00	89844.00	93560.00	97276.00	100992.00	104708.00	108424.00	112140.00	115856.00	119572.00	122561.00	128076.00	3716
BIW	3299.93	3442.30	3584.68	3727.05	3869.43	4011.81	4154.18	4296.56	4438.93	4581.31	4695.83	4907.13	
DLX	330.00	344.23	358.47	372.71	386.95	401.19	415.42	429.66	443.90	458.14	469.59	490.72	
HLX	41.2491	43.0288	44.8085	46.5881	48.3679	50.1476	51.9273	53.7070	55.4866	57.2664	58.6979	61.3391	
33 ANN	89907.00	93724.00	97541.00	101358.00	105175.00	108992.00	112809.00	116626.00	120443.00	124260.00	127367.00	133099.00	3817
BIW	3444.72	3590.96	3737.21	3883.45	4029.70	4175.94	4322.19	4468.43	4614.68	4760.92	4879.97	5099.58	
DLX	344.48	359.10	373.73	388.35	402.97	417.60	432.22	446.85	461.47	476.10	488.00	509.96	
HLX	43.0590	44.8870	46.7151	48.5431	50.3713	52.1993	54.0274	55.8554	57.6835	59.5115	60.9996	63.7448	
34 ANN	93941.00	97859.00	101777.00	105695.00	109613.00	113531.00	117449.00	121367.00	125285.00	129203.00	132433.00	138392.00	3918
BIW	3599.28	3749.39	3899.51	4049.62	4199.74	4349.86	4499.97	4650.08	4800.20	4950.31	5074.07	5302.38	
DLX	359.93	374.94	389.96	404.97	419.98	434.99	450.00	465.01	480.02	495.04	507.41	530.24	
HLX	44.9910	46.8674	48.7439	50.6203	52.4968	54.3731	56.2496	58.1260	60.0025	61.8789	63.4259	66.2798	

STATE OF CONNECTICUT
JUDICIAL ADMINISTRATIVE SERVICES
PAYROLL MANAGEMENT SYSTEM

Bargaining Unit: 52

JUDICIAL PROFESSIONAL-B (AFT)
40.00 HOUR WEEK
EFFECTIVE JUNE 21, 2019

Includes 3.50% Increase

GRP	STEP 97	STEP 98	STEP 99	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	AI	
07	ANN	32139.00	32937.00	33735.00	34533.00	35331.00	36129.00	36927.00	37725.00	38523.00	39321.00	40304.00	42118.00	798
	BIW	1231.38	1261.96	1292.53	1323.11	1353.68	1384.26	1414.83	1445.41	1475.98	1506.56	1544.22	1613.72	
	DLY	123.14	126.20	129.26	132.32	135.37	138.43	141.49	144.55	147.60	150.66	154.43	161.38	
	HLX	15.3923	15.7745	16.1566	16.5389	16.9210	17.3033	17.6854	18.0676	18.4498	18.8320	19.3028	20.1715	
08	ANN	33606.00	34653.00	35700.00	36747.00	37794.00	38841.00	39888.00	40935.00	41982.00	43029.00	44105.00	46090.00	1047
	BIW	1287.59	1327.71	1367.82	1407.94	1448.05	1488.17	1528.28	1568.40	1608.51	1648.63	1689.85	1765.91	
	DLY	128.76	132.78	136.79	140.80	144.81	148.82	152.83	156.84	160.86	164.87	168.99	176.60	
	HLX	16.0949	16.5964	17.0978	17.5993	18.1006	18.6021	19.1035	19.6050	20.1064	20.6079	21.1231	22.0739	
09	ANN	34359.00	35480.00	36601.00	37722.00	38843.00	39964.00	41085.00	42206.00	43327.00	44448.00	45559.00	47609.00	1121
	BIW	1316.44	1359.39	1402.34	1445.29	1488.24	1531.19	1574.14	1617.09	1660.04	1702.99	1745.56	1824.10	
	DLY	131.65	135.94	140.24	144.53	148.83	153.12	157.42	161.71	166.01	170.30	174.56	182.41	
	HLX	16.4555	16.9924	17.5293	18.0661	18.6030	19.1399	19.6768	20.2136	20.7505	21.2874	21.8195	22.8013	
10	ANN	35136.00	36351.00	37566.00	38781.00	39996.00	41211.00	42426.00	43641.00	44856.00	46071.00	47223.00	49348.00	1215
	BIW	1346.21	1392.76	1439.32	1485.87	1532.42	1578.97	1625.52	1672.07	1718.63	1765.18	1809.32	1890.73	
	DLY	134.63	139.28	143.94	148.59	153.25	157.90	162.56	167.21	171.87	176.52	180.94	189.08	
	HLX	16.8276	17.4095	17.9915	18.5734	19.1553	19.7371	20.3190	20.9009	21.4829	22.0648	22.6165	23.6341	
11	ANN	36589.00	37847.00	39105.00	40363.00	41621.00	42879.00	44137.00	45395.00	46653.00	47911.00	49109.00	51319.00	1258
	BIW	1401.88	1450.08	1498.28	1546.48	1594.68	1642.88	1691.08	1739.28	1787.48	1835.68	1881.58	1966.25	
	DLY	140.19	145.01	149.83	154.65	159.47	164.29	169.11	173.93	178.75	183.57	188.16	196.63	
	HLX	17.5235	18.1260	18.7285	19.3310	19.9335	20.5360	21.1385	21.7410	22.3435	22.9460	23.5198	24.5781	
12	ANN	37746.00	39051.00	40356.00	41661.00	42966.00	44271.00	45576.00	46881.00	48186.00	49491.00	50728.00	53011.00	1305
	BIW	1446.21	1496.21	1546.21	1596.21	1646.21	1696.21	1746.21	1796.21	1846.21	1896.21	1943.61	2031.08	
	DLY	144.63	149.63	154.63	159.63	164.63	169.63	174.63	179.63	184.63	189.63	194.37	203.11	
	HLX	18.0776	18.7026	19.3276	19.9526	20.5776	21.2026	21.8276	22.4526	23.0776	23.7026	24.2951	25.3885	
13	ANN	39096.00	40725.00	42354.00	43983.00	45612.00	47241.00	48870.00	50499.00	52128.00	53757.00	55101.00	57581.00	1629
	BIW	1497.94	1560.35	1622.76	1685.18	1747.59	1810.00	1872.42	1934.83	1997.25	2059.66	2111.15	2206.17	
	DLY	149.80	156.04	162.28	168.52	174.76	181.00	187.25	193.49	199.73	205.97	211.12	220.62	
	HLX	18.7243	19.5044	20.2845	21.0648	21.8449	22.6250	23.4053	24.1854	24.9656	25.7458	26.3894	27.5771	
14	ANN	40865.00	42565.00	44265.00	45965.00	47665.00	49365.00	51065.00	52765.00	54465.00	56165.00	57569.00	60160.00	1700
	BIW	1565.71	1630.85	1695.98	1761.12	1826.25	1891.38	1956.52	2021.65	2086.79	2151.92	2205.71	2304.99	
	DLY	156.58	163.09	169.60	176.12	182.63	189.14	195.66	202.17	208.68	215.20	220.58	230.50	
	HLX	19.5714	20.3856	21.1998	22.0140	22.8281	23.6423	24.4565	25.2706	26.0849	26.8990	27.5714	28.8124	

STATE OF CONNECTICUT
 JUDICIAL ADMINISTRATIVE SERVICES
 PAYROLL MANAGEMENT SYSTEM

Bargaining Unit: 52

JUDICIAL PROFESSIONAL-B (AFT)
 40.00 HOUR WEEK
 EFFECTIVE JUNE 21, 2019

Includes 3.50% Increase

GRP	STEP 97	STEP 98	STEP 99	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	AI
15	ANN 42777.00	44533.00	46289.00	48045.00	49801.00	51557.00	53313.00	55069.00	56825.00	58581.00	60046.00	62748.00	1756
	BIW 1638.97	1706.25	1773.53	1840.81	1908.09	1975.37	2042.65	2109.93	2177.21	2244.49	2300.62	2404.14	
	DLY 163.90	170.63	177.36	184.09	190.81	197.54	204.27	211.00	217.73	224.45	230.07	240.42	
	HLX 20.4871	21.3281	22.1691	23.0101	23.8511	24.6921	25.5331	26.3741	27.2151	28.0561	28.7578	30.0518	
16	ANN 44891.00	46714.00	48537.00	50360.00	52183.00	54006.00	55829.00	57652.00	59475.00	61298.00	62830.00	65657.00	1823
	BIW 1719.97	1789.81	1859.66	1929.51	1999.35	2069.20	2139.05	2208.89	2278.74	2348.59	2407.28	2515.60	
	DLY 172.00	178.99	185.97	192.96	199.94	206.92	213.91	220.89	227.88	234.86	240.73	251.56	
	HLX 21.4996	22.3726	23.2458	24.1189	24.9919	25.8650	26.7381	27.6111	28.4843	29.3574	30.0910	31.4450	
17	ANN 47255.00	49123.00	50991.00	52859.00	54727.00	56595.00	58463.00	60331.00	62199.00	64067.00	65669.00	68624.00	1868
	BIW 1810.54	1882.11	1953.68	2025.25	2096.82	2168.40	2239.97	2311.54	2383.11	2454.68	2516.06	2629.28	
	DLY 181.06	188.22	195.37	202.53	209.69	216.84	224.00	231.16	238.32	245.47	251.61	262.93	
	HLX 22.6318	23.5264	24.4210	25.3156	26.2103	27.1050	27.9996	28.8943	29.7889	30.6835	31.4508	32.8660	
18	ANN 49761.00	51679.00	53597.00	55515.00	57433.00	59351.00	61269.00	63187.00	65105.00	67023.00	68699.00	71790.00	1918
	BIW 1906.56	1980.04	2053.53	2127.02	2200.50	2273.99	2347.48	2420.96	2494.45	2567.94	2632.15	2750.58	
	DLY 190.66	198.01	205.36	212.71	220.05	227.40	234.75	242.10	249.45	256.80	263.22	275.06	
	HLX 23.8320	24.7505	25.6691	26.5878	27.5063	28.4249	29.3435	30.2620	31.1806	32.0993	32.9019	34.3823	
19	ANN 52344.00	54315.00	56286.00	58257.00	60228.00	62199.00	64170.00	66141.00	68112.00	70083.00	71835.00	75068.00	1971
	BIW 2005.52	2081.04	2156.56	2232.07	2307.59	2383.11	2458.63	2534.14	2609.66	2685.18	2752.30	2876.17	
	DLY 200.56	208.11	215.66	223.21	230.76	238.32	245.87	253.42	260.97	268.52	275.23	287.62	
	HLX 25.0690	26.0130	26.9570	27.9009	28.8449	29.7889	30.7329	31.6768	32.6208	33.5648	34.4038	35.9521	
20	ANN 55143.00	57168.00	59193.00	61218.00	63243.00	65268.00	67293.00	69318.00	71343.00	73368.00	75202.00	78586.00	2025
	BIW 2112.76	2190.35	2267.94	2345.52	2423.11	2500.69	2578.28	2655.87	2733.45	2811.04	2881.31	3010.96	
	DLY 211.28	219.04	226.80	234.56	242.32	250.07	257.83	265.59	273.35	281.11	288.14	301.10	
	HLX 26.4095	27.3794	28.3493	29.3190	30.2889	31.2586	32.2285	33.1984	34.1681	35.1380	36.0164	37.6370	
21	ANN 58027.00	60100.00	62173.00	64246.00	66319.00	68392.00	70465.00	72538.00	74611.00	76684.00	78601.00	82138.00	2073
	BIW 2223.26	2302.69	2382.11	2461.54	2540.96	2620.39	2699.81	2779.24	2858.66	2938.09	3011.54	3147.05	
	DLY 222.33	230.27	238.22	246.16	254.10	262.04	269.99	277.93	285.87	293.81	301.16	314.71	
	HLX 27.7908	28.7836	29.7764	30.7693	31.7620	32.7549	33.7476	34.7405	35.7333	36.7261	37.6443	39.3381	
22	ANN 58622.00	61079.00	63536.00	65993.00	68450.00	70907.00	73364.00	75821.00	78278.00	80735.00	82753.00	86477.00	2457
	BIW 2246.06	2340.20	2434.33	2528.47	2622.61	2716.75	2810.89	2905.02	2999.16	3093.30	3170.62	3313.30	
	DLY 224.61	234.02	243.44	252.85	262.27	271.68	281.09	290.51	299.92	309.33	317.07	331.33	
	HLX 28.0758	29.2525	30.4291	31.6059	32.7826	33.9594	35.1361	36.3128	37.4895	38.6663	39.6328	41.4163	

STATE OF CONNECTICUT
 JUDICIAL ADMINISTRATIVE SERVICES
 PAYROLL MANAGEMENT SYSTEM

Bargaining Unit: 52

JUDICIAL PROFESSIONAL-B (AFT)
 40.00 HOUR WEEK
 EFFECTIVE JUNE 21, 2019

Includes 3.50% Increase

GRP	STEP 97	STEP 98	STEP 99	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	AI	
23	ANN	61425.00	63990.00	66555.00	69120.00	71685.00	74250.00	76815.00	79380.00	81945.00	84510.00	86623.00	90521.00	2565
	BIW	2353.45	2451.73	2550.00	2648.28	2746.56	2844.83	2943.11	3041.38	3139.66	3237.94	3318.89	3468.24	
	DLY	235.35	245.18	255.00	264.83	274.66	284.49	294.32	304.14	313.97	323.80	331.89	346.83	
	HLY	29.4181	30.6466	31.8750	33.1035	34.3320	35.5604	36.7889	38.0173	39.2458	40.4743	41.4861	43.3530	
24	ANN	64355.00	67056.00	69757.00	72458.00	75159.00	77860.00	80561.00	83262.00	85963.00	88664.00	90881.00	94971.00	2701
	BIW	2465.71	2569.20	2672.69	2776.17	2879.66	2983.15	3086.63	3190.12	3293.61	3397.09	3482.04	3638.74	
	DLY	246.58	256.92	267.27	277.62	287.97	298.32	308.67	319.02	329.37	339.71	348.21	363.88	
	HLY	30.8214	32.1150	33.4086	34.7021	35.9958	37.2894	38.5829	39.8765	41.1701	42.4636	43.5255	45.4843	
25	ANN	67514.00	70340.00	73166.00	75992.00	78818.00	81644.00	84470.00	87296.00	90122.00	92948.00	95272.00	99559.00	2826
	BIW	2586.75	2695.02	2803.30	2911.58	3019.85	3128.13	3236.40	3344.68	3452.96	3561.23	3650.27	3814.53	
	DLY	258.68	269.51	280.33	291.16	301.99	312.82	323.64	334.47	345.30	356.13	365.03	381.46	
	HLY	32.3344	33.6878	35.0413	36.3948	37.7481	39.1016	40.4550	41.8085	43.1620	44.5154	45.6284	47.6816	
26	ANN	70843.00	73807.00	76771.00	79735.00	82699.00	85663.00	88627.00	91591.00	94555.00	97519.00	99957.00	104455.00	2964
	BIW	2714.30	2827.86	2941.42	3054.99	3168.55	3282.11	3395.68	3509.24	3622.80	3736.37	3829.78	4002.11	
	DLY	271.43	282.79	294.15	305.50	316.86	328.22	339.57	350.93	362.28	373.64	382.98	400.22	
	HLY	33.9288	35.3483	36.7678	38.1874	39.6069	41.0264	42.4460	43.8655	45.2850	46.7046	47.8723	50.0264	
27	ANN	74351.00	77467.00	80583.00	83699.00	86815.00	89931.00	93047.00	96163.00	99279.00	102395.00	104955.00	109678.00	3116
	BIW	2848.70	2968.09	3087.48	3206.86	3326.25	3445.64	3565.02	3684.41	3803.80	3923.19	4021.27	4202.23	
	DLY	284.87	296.81	308.75	320.69	332.63	344.57	356.51	368.45	380.38	392.32	402.13	420.23	
	HLY	35.6088	37.1011	38.5935	40.0858	41.5781	43.0705	44.5628	46.0551	47.5475	49.0399	50.2659	52.5279	
28	ANN	78484.00	81698.00	84912.00	88126.00	91340.00	94554.00	97768.00	100982.00	104196.00	107410.00	110095.00	115049.00	3214
	BIW	3007.05	3130.20	3253.34	3376.48	3499.62	3622.76	3745.91	3869.05	3992.19	4115.33	4218.20	4408.01	
	DLY	300.71	313.02	325.34	337.65	349.97	362.28	374.60	386.91	399.22	411.54	421.82	440.81	
	HLY	37.5881	39.1275	40.6668	42.2060	43.7453	45.2845	46.8239	48.3631	49.9024	51.4416	52.7275	55.1001	
29	ANN	78399.00	81936.00	85473.00	89010.00	92547.00	96084.00	99621.00	103158.00	106695.00	110232.00	112988.00	118072.00	3537
	BIW	3003.80	3139.32	3274.83	3410.35	3545.87	3681.38	3816.90	3952.42	4087.94	4223.45	4329.05	4523.84	
	DLY	300.38	313.94	327.49	341.04	354.59	368.14	381.69	395.25	408.80	422.35	432.91	452.39	
	HLY	37.5475	39.2415	40.9354	42.6294	44.3234	46.0173	47.7113	49.4053	51.0993	52.7931	54.1131	56.5480	
30	ANN	81827.00	85464.00	89101.00	92738.00	96375.00	100012.00	103649.00	107286.00	110923.00	114560.00	117424.00	122708.00	3637
	BIW	3135.14	3274.49	3413.84	3553.19	3692.53	3831.88	3971.23	4110.58	4249.93	4389.28	4499.01	4701.46	
	DLY	313.52	327.45	341.39	355.32	369.26	383.19	397.13	411.06	425.00	438.93	449.91	470.15	
	HLY	39.1893	40.9311	42.6730	44.4149	46.1566	47.8985	49.6404	51.3823	53.1241	54.8660	56.2376	58.7683	

STATE OF CONNECTICUT
 JUDICIAL ADMINISTRATIVE SERVICES
 PAYROLL MANAGEMENT SYSTEM

Bargaining Unit: 52

JUDICIAL PROFESSIONAL-B (AFT)
 40.00 HOUR WEEK
 EFFECTIVE JUNE 21, 2019

Includes 3.50% Increase

GRP	STEP 97	STEP 98	STEP 99	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	AI	
31	ANN	85421.00	89162.00	92903.00	96644.00	100385.00	104126.00	107867.00	111608.00	115349.00	119090.00	122067.00	127560.00	3741
	BIW	3272.84	3416.17	3559.51	3702.84	3846.17	3989.51	4132.84	4276.17	4419.51	4562.84	4676.90	4887.36	
	DLY	327.29	341.62	355.96	370.29	384.62	398.96	413.29	427.62	441.96	456.29	467.69	488.74	
	HLX	40.9105	42.7021	44.4939	46.2855	48.0771	49.8689	51.6605	53.4521	55.2439	57.0355	58.4613	61.0920	
32	ANN	89140.00	92987.00	96834.00	100681.00	104528.00	108375.00	112222.00	116069.00	119916.00	123763.00	126857.00	132566.00	3847
	BIW	3415.33	3562.73	3710.12	3857.51	4004.91	4152.30	4299.70	4447.09	4594.49	4741.88	4860.43	5079.16	
	DLY	341.54	356.28	371.02	385.76	400.50	415.23	429.97	444.71	459.45	474.19	486.05	507.92	
	HLX	42.6916	44.5341	46.3765	48.2189	50.0614	51.9038	53.7463	55.5886	57.4311	59.2735	60.7554	63.4895	
33	ANN	93053.00	97004.00	100955.00	104906.00	108857.00	112808.00	116759.00	120710.00	124661.00	128612.00	131827.00	137759.00	3951
	BIW	3565.25	3716.63	3868.01	4019.39	4170.77	4322.15	4473.53	4624.91	4776.29	4927.67	5050.85	5278.13	
	DLY	356.53	371.67	386.81	401.94	417.08	432.22	447.36	462.50	477.63	492.77	505.09	527.82	
	HLX	44.5656	46.4579	48.3501	50.2424	52.1346	54.0269	55.9191	57.8114	59.7036	61.5959	63.1356	65.9766	
34	ANN	97227.00	101283.00	105339.00	109395.00	113451.00	117507.00	121563.00	125619.00	129675.00	133731.00	137074.00	143242.00	4056
	BIW	3725.18	3880.58	4035.98	4191.38	4346.79	4502.19	4657.59	4812.99	4968.40	5123.80	5251.88	5488.20	
	DLY	372.52	388.06	403.60	419.14	434.68	450.22	465.76	481.30	496.84	512.38	525.19	548.82	
	HLX	46.5648	48.5073	50.4498	52.3923	54.3349	56.2774	58.2199	60.1624	62.1050	64.0475	65.6485	68.6025	

STATE OF CONNECTICUT
 JUDICIAL ADMINISTRATIVE SERVICES
 PAYROLL MANAGEMENT SYSTEM

Bargaining Unit: 52

JUDICIAL PROFESSIONAL-B (AFT)
 40.00 HOUR WEEK
 EFFECTIVE JUNE 19, 2020

Includes 3.50% Increase

GRP	STEP 97	STEP 98	STEP 99	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	AI
07	ANN 3264.00	34090.00	34916.00	35742.00	36568.00	37394.00	38220.00	39046.00	39872.00	40698.00	41715.00	43592.00	826
	BIW 1274.49	1306.14	1337.78	1369.43	1401.08	1432.73	1464.37	1496.02	1527.67	1559.32	1598.28	1670.20	
	DLY 127.45	130.62	133.78	136.95	140.11	143.28	146.44	149.61	152.77	155.94	159.83	167.02	
	HLX 15.9311	16.3268	16.7223	17.1179	17.5135	17.9091	18.3046	18.7003	19.0959	19.4915	19.9785	20.8775	
08	ANN 34782.00	35866.00	36950.00	38034.00	39118.00	40202.00	41286.00	42370.00	43454.00	44538.00	45651.00	47705.00	1084
	BIW 1332.65	1374.18	1415.71	1457.25	1498.78	1540.31	1581.84	1623.38	1664.91	1706.44	1749.09	1827.78	
	DLY 133.27	137.42	141.58	145.73	149.88	154.04	158.19	162.34	166.50	170.65	174.91	182.78	
	HLX 16.6581	17.1773	17.6964	18.2156	18.7348	19.2539	19.7730	20.2923	20.8114	21.3305	21.8636	22.8473	
09	ANN 35560.00	36721.00	37882.00	39043.00	40204.00	41365.00	42526.00	43687.00	44848.00	46009.00	47159.00	49281.00	1161
	BIW 1362.46	1406.94	1451.42	1495.91	1540.39	1584.87	1629.35	1673.84	1718.32	1762.80	1806.86	1888.17	
	DLY 136.25	140.70	145.15	149.60	154.04	158.49	162.94	167.39	171.84	176.28	180.69	188.82	
	HLX 17.0308	17.5868	18.1428	18.6989	19.2549	19.8109	20.3669	20.9230	21.4790	22.0350	22.5858	23.6021	
10	ANN 36365.00	37623.00	38881.00	40139.00	41397.00	42655.00	43913.00	45171.00	46429.00	47687.00	48879.00	51079.00	1258
	BIW 1393.30	1441.50	1489.70	1537.90	1586.10	1634.30	1682.50	1730.69	1778.89	1827.09	1872.76	1957.05	
	DLY 139.33	144.15	148.97	153.79	158.61	163.43	168.25	173.07	177.89	182.71	187.28	195.71	
	HLX 17.4163	18.0188	18.6213	19.2238	19.8263	20.4288	21.0313	21.6336	22.2361	22.8386	23.4095	24.4631	
11	ANN 37867.00	39170.00	40473.00	41776.00	43079.00	44382.00	45685.00	46988.00	48291.00	49594.00	50834.00	53122.00	1303
	BIW 1450.85	1500.77	1550.69	1600.62	1650.54	1700.46	1750.39	1800.31	1850.23	1900.16	1947.67	2035.33	
	DLY 145.09	150.08	155.07	160.07	165.06	170.05	175.04	180.04	185.03	190.02	194.77	203.54	
	HLX 18.1356	18.7596	19.3836	20.0078	20.6318	21.2558	21.8799	22.5039	23.1279	23.7520	24.3459	25.4416	
12	ANN 39067.00	40418.00	41769.00	43120.00	44471.00	45822.00	47173.00	48524.00	49875.00	51226.00	52507.00	54870.00	1351
	BIW 1496.82	1548.59	1600.35	1652.11	1703.87	1755.64	1807.40	1859.16	1910.92	1962.69	2011.77	2102.30	
	DLY 149.69	154.86	160.04	165.22	170.39	175.57	180.74	185.92	191.10	196.27	201.18	210.23	
	HLX 18.7103	19.3574	20.0044	20.6514	21.2984	21.9455	22.5925	23.2395	23.8865	24.5336	25.1471	26.2788	
13	ANN 40462.00	42149.00	43836.00	45523.00	47210.00	48897.00	50584.00	52271.00	53958.00	55645.00	57036.00	59603.00	1687
	BIW 1550.27	1614.91	1679.55	1744.18	1808.82	1873.45	1938.09	2002.73	2067.36	2132.00	2185.29	2283.64	
	DLY 155.03	161.50	167.96	174.42	180.89	187.35	193.81	200.28	206.74	213.20	218.53	228.37	
	HLX 19.3784	20.1864	20.9944	21.8023	22.6103	23.4181	24.2261	25.0341	25.8420	26.6500	27.3161	28.5455	
14	ANN 42294.00	44054.00	45814.00	47574.00	49334.00	51094.00	52854.00	54614.00	56374.00	58134.00	59587.00	62268.00	1760
	BIW 1620.46	1687.90	1755.33	1822.76	1890.20	1957.63	2025.06	2092.50	2159.93	2227.36	2283.03	2385.75	
	DLY 162.05	168.79	175.54	182.28	189.02	195.77	202.51	209.25	216.00	222.74	228.31	238.58	
	HLX 20.2558	21.0988	21.9416	22.7845	23.6275	24.4704	25.3133	26.1563	26.9991	27.8420	28.5379	29.8219	

STATE OF CONNECTICUT
 JUDICIAL ADMINISTRATIVE SERVICES
 PAYROLL MANAGEMENT SYSTEM

Bargaining Unit: 52

JUDICIAL PROFESSIONAL-B (AFT)
 40.00 HOUR WEEK
 EFFECTIVE JUNE 19, 2020

Includes 3.50% Increase

GRP	STEP 97	STEP 98	STEP 99	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	AI	
15	ANN	44273.00	46091.00	47909.00	49727.00	51545.00	53363.00	55181.00	56999.00	58817.00	60635.00	62151.00	64948.00	1818
	BIW	1696.29	1765.94	1835.60	1905.25	1974.91	2044.56	2114.22	2183.87	2253.53	2323.19	2381.27	2488.43	
	DLY	169.63	176.60	183.56	190.53	197.50	204.46	211.43	218.39	225.36	232.32	238.13	248.85	
	HLX	21.2036	22.0743	22.9450	23.8156	24.6864	25.5570	26.4278	27.2984	28.1691	29.0399	29.7659	31.1054	
16	ANN	46462.00	48349.00	50236.00	52123.00	54010.00	55897.00	57784.00	59671.00	61558.00	63445.00	65031.00	67957.00	1887
	BIW	1780.16	1852.46	1924.76	1997.05	2069.35	2141.65	2213.95	2286.25	2358.55	2430.85	2491.61	2603.72	
	DLY	178.02	185.25	192.48	199.71	206.94	214.17	221.40	228.63	235.86	243.09	249.17	260.38	
	HLX	22.2520	23.1558	24.0595	24.9631	25.8669	26.7706	27.6744	28.5781	29.4819	30.3856	31.1451	32.5465	
17	ANN	48908.00	50842.00	52776.00	54710.00	56644.00	58578.00	60512.00	62446.00	64380.00	66314.00	67972.00	71031.00	1934
	BIW	1873.87	1947.97	2022.07	2096.17	2170.27	2244.37	2318.47	2392.57	2466.67	2540.77	2604.30	2721.50	
	DLY	187.39	194.80	202.21	209.62	217.03	224.44	231.85	239.26	246.67	254.08	260.43	272.15	
	HLX	23.4234	24.3496	25.2759	26.2021	27.1284	28.0546	28.9809	29.9071	30.8334	31.7596	32.5538	34.0188	
18	ANN	51501.00	53487.00	55473.00	57459.00	59445.00	61431.00	63417.00	65403.00	67389.00	69375.00	71109.00	74309.00	1986
	BIW	1973.22	2049.32	2125.41	2201.50	2277.59	2353.68	2429.78	2505.87	2581.96	2658.05	2724.49	2847.09	
	DLY	197.33	204.94	212.55	220.15	227.76	235.37	242.98	250.59	258.20	265.81	272.45	284.71	
	HLX	24.6653	25.6165	26.5676	27.5188	28.4699	29.4210	30.3723	31.3234	32.2745	33.2256	34.0561	35.5886	
19	ANN	54176.00	56216.00	58256.00	60296.00	62336.00	64376.00	66416.00	68456.00	70496.00	72536.00	74349.00	77695.00	2040
	BIW	2075.71	2153.87	2232.04	2310.20	2388.36	2466.52	2544.68	2622.84	2701.00	2779.16	2848.63	2976.82	
	DLY	207.58	215.39	223.21	231.02	238.84	246.66	254.47	262.29	270.10	277.92	284.87	297.69	
	HLX	25.9464	26.9234	27.9005	28.8775	29.8545	30.8315	31.8085	32.7855	33.7625	34.7395	35.6079	37.2103	
20	ANN	57073.00	59169.00	61265.00	63361.00	65457.00	67553.00	69649.00	71745.00	73841.00	75937.00	77835.00	81338.00	2096
	BIW	2186.71	2267.02	2347.32	2427.63	2507.94	2588.24	2668.55	2748.86	2829.16	2909.47	2982.19	3116.40	
	DLY	218.68	226.71	234.74	242.77	250.80	258.83	266.86	274.89	282.92	290.95	298.22	311.64	
	HLX	27.3339	28.3378	29.3415	30.3454	31.3493	32.3530	33.3569	34.3608	35.3645	36.3684	37.2774	38.9550	
21	ANN	60057.00	62203.00	64349.00	66495.00	68641.00	70787.00	72933.00	75079.00	77225.00	79371.00	81355.00	85016.00	2146
	BIW	2301.04	2383.26	2465.48	2547.71	2629.93	2712.15	2794.37	2876.60	2958.82	3041.04	3117.05	3257.32	
	DLY	230.11	238.33	246.55	254.78	263.00	271.22	279.44	287.66	295.89	304.11	311.71	325.74	
	HLX	28.7630	29.7908	30.8185	31.8464	32.8741	33.9019	34.9296	35.9575	36.9853	38.0130	38.9631	40.7165	
22	ANN	60674.00	63217.00	65760.00	68303.00	70846.00	73389.00	75932.00	78475.00	81018.00	83561.00	85650.00	89504.00	2543
	BIW	2324.68	2422.11	2519.55	2616.98	2714.41	2811.84	2909.28	3006.71	3104.14	3201.58	3281.61	3429.28	
	DLY	232.47	242.22	251.96	261.70	271.45	281.19	290.93	300.68	310.42	320.16	328.17	342.93	
	HLX	29.0585	30.2764	31.4944	32.7123	33.9301	35.1480	36.3660	37.5839	38.8018	40.0198	41.0201	42.8660	

STATE OF CONNECTICUT
 JUDICIAL ADMINISTRATIVE SERVICES
 PAYROLL MANAGEMENT SYSTEM

Bargaining Unit: 52

JUDICIAL PROFESSIONAL-B (AFT)
 40.00 HOUR WEEK
 EFFECTIVE JUNE 19, 2020

Includes 3.50% Increase

GRP	STEP 97	STEP 98	STEP 99	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	AI	
23	ANN	63575.00	66230.00	68885.00	71540.00	74195.00	76850.00	79505.00	82160.00	84815.00	87470.00	89657.00	93692.00	2655
	BIW	2435.83	2537.55	2639.28	2741.00	2842.73	2944.45	3046.17	3147.90	3249.62	3351.35	3435.14	3589.74	
	DLY	243.59	253.76	263.93	274.10	284.28	294.45	304.62	314.79	324.97	335.14	343.52	358.98	
	HLX	30.4479	31.7194	32.9910	34.2625	35.5341	36.8056	38.0771	39.3488	40.6203	41.8919	42.9393	44.8718	
24	ANN	66607.00	69403.00	72199.00	74995.00	77791.00	80587.00	83383.00	86179.00	88975.00	91771.00	94065.00	98298.00	2796
	BIW	2552.00	2659.12	2766.25	2873.38	2980.50	3087.63	3194.76	3301.88	3409.01	3516.14	3604.03	3766.21	
	DLY	255.20	265.92	276.63	287.34	298.05	308.77	319.48	330.19	340.91	351.62	360.41	376.63	
	HLX	31.9000	33.2390	34.5781	35.9173	37.2563	38.5954	39.9345	41.2735	42.6126	43.9518	45.0504	47.0776	
25	ANN	69877.00	72802.00	75727.00	78652.00	81577.00	84502.00	87427.00	90352.00	93277.00	96202.00	98607.00	103044.00	2925
	BIW	2677.28	2789.35	2901.42	3013.49	3125.56	3237.63	3349.70	3461.77	3573.84	3685.91	3778.05	3948.05	
	DLY	267.73	278.94	290.15	301.35	312.56	323.77	334.97	346.18	357.39	368.60	377.81	394.81	
	HLX	33.4660	34.8669	36.2678	37.6686	39.0695	40.4704	41.8713	43.2721	44.6730	46.0739	47.2256	49.3506	
26	ANN	73322.00	76390.00	79458.00	82526.00	85594.00	88662.00	91730.00	94798.00	97866.00	100934.00	103457.00	108113.00	3068
	BIW	2809.28	2926.82	3044.37	3161.92	3279.47	3397.02	3514.56	3632.11	3749.66	3867.21	3963.87	4142.27	
	DLY	280.93	292.69	304.44	316.20	327.95	339.71	351.46	363.22	374.97	386.73	396.39	414.23	
	HLX	35.1160	36.5853	38.0546	39.5240	40.9934	42.4628	43.9320	45.4014	46.8708	48.3401	49.5484	51.7784	
27	ANN	76951.00	80177.00	83403.00	86629.00	89855.00	93081.00	96307.00	99533.00	102759.00	105985.00	108635.00	113524.00	3226
	BIW	2948.32	3071.92	3195.52	3319.12	3442.73	3566.33	3689.93	3813.53	3937.13	4060.73	4162.27	4349.58	
	DLY	294.84	307.20	319.56	331.92	344.28	356.64	369.00	381.36	393.72	406.08	416.23	434.96	
	HLX	36.8540	38.3990	39.9440	41.4890	43.0341	44.5791	46.1241	47.6691	49.2141	50.7591	52.0284	54.3698	
28	ANN	81230.00	84557.00	87884.00	91211.00	94538.00	97865.00	101192.00	104519.00	107846.00	111173.00	113952.00	119080.00	3327
	BIW	3112.27	3239.74	3367.21	3494.68	3622.15	3749.62	3877.09	4004.56	4132.04	4259.51	4365.98	4562.46	
	DLY	311.23	323.98	336.73	349.47	362.22	374.97	387.71	400.46	413.21	425.96	436.60	456.25	
	HLX	38.9034	40.4968	42.0901	43.6835	45.2769	46.8703	48.4636	50.0570	51.6505	53.2439	54.5748	57.0308	
29	ANN	81143.00	84804.00	88465.00	92126.00	95787.00	99448.00	103109.00	106770.00	110431.00	114092.00	116944.00	122206.00	3661
	BIW	3108.93	3249.20	3389.47	3529.74	3670.00	3810.27	3950.54	4090.81	4231.08	4371.35	4480.62	4682.23	
	DLY	310.90	324.92	338.95	352.98	367.00	381.03	395.06	409.09	423.11	437.14	448.07	468.23	
	HLX	38.8616	40.6150	42.3684	44.1218	45.8750	47.6284	49.3818	51.1351	52.8885	54.6419	56.0078	58.5279	
30	ANN	84689.00	88454.00	92219.00	95984.00	99749.00	103514.00	107279.00	111044.00	114809.00	118574.00	121538.00	127007.00	3765
	BIW	3244.79	3389.05	3533.30	3677.55	3821.81	3966.06	4110.31	4254.56	4398.82	4543.07	4656.63	4866.17	
	DLY	324.48	338.91	353.33	367.76	382.19	396.61	411.04	425.46	439.89	454.31	465.67	486.62	
	HLX	40.5599	42.3631	44.1663	45.9694	47.7726	49.5758	51.3789	53.1820	54.9853	56.7884	58.2079	60.8271	

STATE OF CONNECTICUT
 JUDICIAL ADMINISTRATIVE SERVICES
 PAYROLL MANAGEMENT SYSTEM

Bargaining Unit: 52

JUDICIAL PROFESSIONAL-B (AFT)
 40.00 HOUR WEEK
 EFFECTIVE JUNE 19, 2020

Includes 3.50% Increase

GRP	STEP 97	STEP 98	STEP 99	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	AI	
31	ANN	88411.00	92293.00	96155.00	100027.00	103899.00	107771.00	111643.00	115515.00	119387.00	123259.00	126340.00	132025.00	3872
	BIW	3387.40	3535.75	3684.10	3832.46	3980.81	4129.16	4277.51	4425.87	4574.22	4722.57	4840.62	5058.43	
	DLY	338.74	353.58	368.41	383.25	398.09	412.92	427.76	442.59	457.43	472.26	484.07	505.85	
	HLY	42.3425	44.1969	46.0513	47.9058	49.7601	51.6145	53.4689	55.3234	57.1778	59.0321	60.5078	63.2304	
32	ANN	92259.00	96241.00	100223.00	104205.00	108187.00	112169.00	116151.00	120133.00	124115.00	128097.00	131299.00	137207.00	3982
	BIW	3534.83	3687.40	3839.97	3992.53	4145.10	4297.67	4450.23	4602.80	4755.37	4907.94	5030.62	5256.98	
	DLY	353.49	368.74	384.00	399.26	414.51	429.77	445.03	460.28	475.54	490.80	503.07	525.70	
	HLY	44.1854	46.0925	47.9996	49.9066	51.8138	53.7209	55.6279	57.5350	59.4421	61.3493	62.8828	65.7123	
33	ANN	96308.00	100398.00	104488.00	108578.00	112668.00	116758.00	120848.00	124938.00	129028.00	133118.00	136446.00	142586.00	4090
	BIW	3689.97	3846.67	4003.38	4160.08	4316.79	4473.49	4630.20	4786.90	4943.61	5100.31	5227.82	5463.07	
	DLY	369.00	384.67	400.34	416.01	431.68	447.35	463.02	478.69	494.37	510.04	522.79	546.31	
	HLY	46.1246	48.0834	50.0423	52.0010	53.9599	55.9186	57.8775	59.8363	61.7951	63.7539	65.3478	68.2884	
34	ANN	100630.00	104828.00	109026.00	113224.00	117422.00	121620.00	125818.00	130016.00	134214.00	138412.00	141872.00	148256.00	4198
	BIW	3855.56	4016.40	4177.25	4338.09	4498.93	4659.78	4820.62	4981.46	5142.30	5303.15	5435.71	5680.31	
	DLY	385.56	401.64	417.73	433.81	449.90	465.98	482.07	498.15	514.23	530.32	543.58	568.04	
	HLY	48.1945	50.2050	52.2156	54.2261	56.2366	58.2473	60.2578	62.2683	64.2788	66.2894	67.9464	71.0039	

Costs associated with the four-year proposal (Fiscal Years 2019-2022)

	<u>Fiscal Year 2018-19</u>	<u>Fiscal Year 2019-20</u>	<u>Fiscal Year 2020-21</u>	<u>Fiscal Year 2021-22</u>
2019				
AI				
GWI				
Longevity	6,578			
Lump Sum (\$2,000)	8,625			
Auto Availability Stipend	2,100			
Total	<u>17,303</u>	0	0	0
2020				
AI		10,172	22,040	22,040
3.5 % GWI eff 6/21/19		22,166	22,166	22,166
Longevity		18,252		
Lump Sum @ max JAN		0		
Auto Availability Stipend		2,100		
Total	0	<u>52,690</u>	<u>44,206</u>	<u>44,206</u>
2021				
AI			10,760	25,433
3.5 % GWI eff 6/19/20			24,565	24,565
Longevity			19,941	
Lump Sum @ max JAN			0	
Auto Availability Stipend			2,100	
Total			<u>57,366</u>	<u>49,999</u>
2022				
AI				12,378
X.x % GWI eff 6/XX/21				0
Longevity				25,188
Lump Sum @ max JAN				0
Auto Availability Stipend				2,100
Total				<u>39,666</u>
		<u>Totals</u>		
AI	0	10,172	32,800	59,851
COLA	0	22,166	46,731	46,731
Longevity	6,578	18,252	19,941	25,188
Lump Sum (\$2,000)	8,625	0	0	0
Lump Sum @ max JAN	0	0	0	0
Auto Availability Stipend*	2,100	2,100	2,100	2,100
Total	<u>17,303</u>	<u>52,690</u>	<u>101,572</u>	<u>133,870</u>