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STATE OF CONNECTICUT JUDICIAL BRANCH

90 Washington Street  
Hartford, CT 06106  
Telephone: (860) 706-5280  
Facsimile: (860) 706-5092

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 State of Connecticut Judicial Employees, Local 749, AFSCME, 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 State of Connecticut Judicial Employees, Local 749, AFSCME.

Pursuant to recognition agreements between the parties dated March 27, April 30 and November 7, 2018, the parties have negotiated this Memorandum of Agreement setting forth the terms and conditions upon which newly acquired employees in the job classifications listed in Exhibit A shall be incorporated in and covered by the 2016-2021 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

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

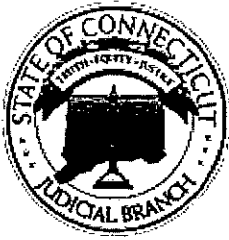
Elizabeth K. Graham, Judicial Branch, Executive Director of Administrative Services

Melissa Farley, Judicial Branch, Executive Director of External Affairs

Maria Kewer, Judicial Branch, Deputy Director, Superior Court

Gary A. Roberge, Executive Director, Court Support Services Division

Joyce P. Santoro, Director, Financial Services



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

BH/vpm

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Joyce P. Santoro, Director, Financial Services

Paul Hartan, Chief Administrative Officer, Supreme/Appellate Court  
Patrick M. O'Brien, Director, Facilities  
Cortez G. White, Director, Materials Management  
Paul J. Knierim, Probate Court Administrator  
Charles Della Rocco, Local 749, AFSCME  
Sean Hendriks, Local 749, AFSCME

MEMORANDUM OF AGREEMENT

between

THE STATE OF CONNECTICUT JUDICIAL BRANCH

and

STATE OF CONNECTICUT JUDICIAL EMPLOYEES LOCAL 749, AFSCME, AFL-CIO

Re: Newly acquired bargaining unit members

Pursuant to Recognition Agreements between the parties dated March 27, April 30 and November 7, 2018, the parties have negotiated this Memorandum of Agreement (hereinafter, "Agreement") setting forth the terms and conditions upon which newly acquired employees listed in Exhibit A (employees) shall be incorporated in and covered by the 2016-2021 collective bargaining agreement between the parties (hereinafter, "CBA").

1. Except as hereinafter specifically set forth, Exhibit A 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 8, Union Rights, Sections 3, Article 10 Grievance Procedure, Article 12 Performance Appraisals, Article 15 Reduction in Force, Article 17-Compensation, Article 19 Hours of Work, Article 21 Vacation Accrual, Article 24 Emergency Sick Leave Bank the provisions set forth below shall apply.
3. Article 8, Section 3. Access to Premises (NEW Added to current)  

(4) AFSCME Council 4 employees shall normally provide the Branch with three (3) business days' notice when requesting access to 231 Capitol Avenue and 75 Elm St in Hartford. For access request of less than three days' notice, the employer, if such request can be granted, will provide an alternate location for union staff representatives to meet with bargaining unit members(s).
4. Article 10-(Grievance Procedure) Current CBA language.
5. Article 12-(Performance Appraisals) Section 1. A performance appraisal will be conducted by a management designee outside the bargaining unit, who is familiar with the employee's work, however, bargaining unit classifications in pay group 25 and above, (NEW) Court Planners I, and Paralegal Case Flow Specialists may be designated by management to conduct performance appraisals of lower classification employees.

6. Article 15-( Reduction in Force)- Current CBA language
7. Article 17 (Compensation): Except as set forth below, Article 17 shall apply to employees as written, effective January 1, 2019.
  - (a) Section I (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) employees who were actively employed in an Exhibit A job classification on June 22, 2018, and who remain so employed on the date of execution of this Agreement. Permanent part-time 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 January 1, 2020, Exhibit A employees at the maximum step of the salary plan who have ceased receiving 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). The payment shall be made effective January 1, 2020 and may be denied for an overall "unsatisfactory" performance appraisal.
    - (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 Exhibit A 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 Exhibit A 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.
  - (b) Section 2 (Longevity): Exhibit A employees shall not be subject to Branch policy governing longevity benefits for excluded employees effective December 31, 2018 and shall instead be subject to the following:
    - (i) Exhibit A 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, Exhibit A 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, Exhibit A 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 7(b), relating to the salaries of Exhibit A employees who have been receiving longevity amounts as part of their biweekly pay, shall be implemented effective with 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. (Tuition fund): Current CBA language

(d) Section 10. (Auto Availability Fee): For exhibit A employees, this provision shall be effective January 1, 2020.

8. Article 19 (Hours of Work): New subsections (d) shall be added to Section 2 as follows:

(d) Exhibit A employees shall continue to work such schedule so long as the individual employee and the employer so agree.

9. Article 21, Section 2 (Vacation Accrual): Exhibit A employees who are on the forty (40) hour per week payroll shall accrue vacation as set forth below. For 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) Exhibit A 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 Exhibit A employees shall be governed by the terms of the CBA.

10. Article 24 § 13 (Emergency Sick Bank): Upon execution of the Agreement, Exhibit A 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.
11. This Agreement shall be part of, incorporated into, and attached as an appendix to the CBA.
12. Appendix A — new titles
13. Appendix B — salary range and steps


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

STATE OF CONNECTICUT  
 EMPLOYEES, LOCAL 749, AFSCME, AFL-CIO

JUDICIAL BRANCH


BY

DATE

  
 \_\_\_\_\_  
 April 30, 2019  
 \_\_\_\_\_

BY

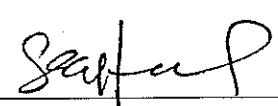
DATE

  
 \_\_\_\_\_  
 5-1-19  
 \_\_\_\_\_

AFSCME/COUNCIL 4

BY:

DATE:

  
 \_\_\_\_\_  
 5/1/2019  
 \_\_\_\_\_

AFSCME EXHIBIT A - Job Titles and Pay Groups	
Administrative Assistant	17
Administrative Clerk I	12
Administrative Clerk I — Probate	12
Administrative Clerk II — Probate	15
Administrative Secretary I	16
Administrative Secretary II	19
Administrative Services Coordinator I — Probate	22
Administrative Services Coordinator I	22
Administrative Services Coordinator II	24
Assistant Examiner of Seized Property	22
Communications Assistant	20
Court Planner I	24
Court Planner II	27
Executive Legal Assistant to Appellate Court Judge	21
Executive Legal Assistant to Chief Judge	22
Executive Legal Assistant to Chief Justice	25
Executive Legal Assistant to Supreme Court Justice	23
Executive Assistant — Probate	22
Fiscal Administration Coordinator	20
Fiscal Administration Supervisor	25
Office Clerk	10



Opinion Specialist	21
Paralegal Caseflow Specialist	24
Paralegal Specialist I	18
Paralegal Specialist II	21
Probate Staff Assistant	24

STATE OF CONNECTICUT  
 JUDICIAL ADMINISTRATIVE SERVICES  
 PAYROLL MANAGEMENT SYSTEM

Bargaining Unit: 83

JUDICIAL NON-PROFESSIONAL-B  
 40.00 HOUR WEEK  
 EFFECTIVE DECEMBER 21, 2018

GRP	STEP 99	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	AI
07	ANN	32594.00	34136.00	34907.00	35678.00	36449.00	37220.00	37991.00	38941.00	40693.00	771
	BIW	1248.82	1278.36	1337.44	1366.98	1396.52	1426.06	1455.60	1492.00	1559.12	
	DLY	124.89	130.79	133.75	136.70	139.66	142.61	145.56	149.20	155.92	
	HLX	15.6103	15.9795	16.3488	16.7180	17.0873	17.4565	17.8258	18.1950	18.5642	
08	ANN	34493.00	36515.00	37526.00	38537.00	39548.00	40559.00	41570.00	42609.00	44526.00	1011
	BIW	1321.58	1360.31	1437.78	1476.52	1515.25	1553.99	1592.73	1632.53	1705.98	
	DLY	132.16	136.04	143.78	147.66	151.53	155.40	159.28	163.26	170.60	
	HLX	16.5198	17.0039	17.4881	17.9723	18.4565	18.9406	19.4249	19.9091	20.3933	
09	ANN	35363.00	36446.00	37529.00	38612.00	39695.00	40778.00	41861.00	42944.00	44018.00	1083
	BIW	1354.91	1396.40	1437.90	1479.39	1520.89	1562.38	1603.87	1645.37	1686.86	
	DLY	135.50	139.64	143.79	147.94	152.09	156.24	160.39	164.54	168.69	
	HLX	16.9364	17.4550	17.9738	18.4924	19.0111	19.5298	20.0484	20.5671	21.0858	
10	ANN	36296.00	37469.00	38642.00	39815.00	40988.00	42161.00	43334.00	44507.00	45680.00	1173
	BIW	1390.66	1435.60	1480.54	1525.48	1570.43	1615.37	1660.31	1705.25	1750.19	
	DLY	139.07	143.56	148.06	152.55	157.05	161.54	166.04	170.53	175.03	
	HLX	17.3833	17.9450	18.5068	19.0685	19.6304	20.1921	20.7539	21.3156	21.8774	
11	ANN	37783.00	38998.00	40213.00	41428.00	42643.00	43858.00	45073.00	46288.00	47445.00	1215
	BIW	1447.63	1494.18	1540.73	1587.28	1633.84	1680.39	1726.94	1773.49	1817.82	
	DLY	144.77	149.42	154.08	158.73	163.39	168.04	172.70	177.35	181.79	
	HLX	18.0954	18.6773	19.2591	19.8410	20.4230	21.0049	21.5868	22.1686	22.7504	
12	ANN	38992.00	40252.00	41512.00	42772.00	44032.00	45292.00	46552.00	47812.00	49007.00	1260
	BIW	1493.95	1542.23	1590.50	1638.78	1687.05	1735.33	1783.61	1831.88	1877.67	
	DLY	149.40	154.23	159.05	163.88	168.71	173.54	178.37	183.19	187.77	
	HLX	18.6744	19.2779	19.8813	20.4848	21.0881	21.6916	22.2951	22.8985	23.4709	
13	ANN	40922.00	42495.00	44068.00	45641.00	47214.00	48787.00	50360.00	51933.00	53231.00	1573
	BIW	1567.90	1628.17	1688.43	1748.70	1808.97	1869.24	1929.51	1989.78	2039.51	
	DLY	156.79	162.82	168.85	174.87	180.90	186.93	192.96	198.98	203.96	
	HLX	19.5988	20.3521	21.1054	21.8588	22.6121	23.3655	24.1189	24.8723	25.4939	
14	ANN	42768.00	44410.00	46052.00	47694.00	49336.00	50978.00	52620.00	54262.00	55619.00	1642
	BIW	1638.63	1701.54	1764.45	1827.36	1890.27	1953.19	2016.10	2079.01	2131.00	
	DLY	163.87	170.16	176.45	182.74	189.03	195.32	201.61	207.91	213.10	
	HLX	20.4829	21.2693	22.0556	22.8420	23.6284	24.4149	25.2013	25.9876	26.6375	

STATE OF CONNECTICUT  
 JUDICIAL ADMINISTRATIVE SERVICES  
 PAYROLL MANAGEMENT SYSTEM

Bargaining Unit: 83

JUDICIAL NON-PROFESSIONAL-B  
 40.00 HOUR WEEK  
 EFFECTIVE DECEMBER 21, 2018

GRP	STEP 99	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	AI
15 ANN	4724.00	4620.00	48116.00	49812.00	51508.00	53204.00	54900.00	56596.00	58011.00	60621.00	1696
BIW	1713.57	1778.55	1843.53	1908.51	1973.49	2038.47	2103.45	2168.43	2222.65	2322.65	
DLY	171.36	177.86	184.36	190.86	197.35	203.85	210.35	216.85	222.27	232.27	
HLX	21.4196	22.2319	23.0441	23.8564	24.6686	25.4809	26.2931	27.1054	27.7831	29.0331	
16 ANN	46896.00	48657.00	50418.00	52179.00	53940.00	55701.00	57462.00	59223.00	60704.00	63436.00	1761
BIW	1796.79	1864.26	1931.73	1999.20	2066.67	2134.14	2201.61	2269.09	2325.83	2430.50	
DLY	179.68	186.43	193.18	199.92	206.67	213.42	220.17	226.91	232.59	243.05	
HLX	22.4599	23.3033	24.1466	24.9900	25.8334	26.6768	27.5201	28.3636	29.0729	30.3813	
17 ANN	49267.00	51071.00	52875.00	54679.00	56483.00	58287.00	60091.00	61895.00	63442.00	66297.00	1804
BIW	1887.63	1956.75	2025.87	2094.99	2164.10	2233.22	2302.34	2371.46	2430.73	2540.12	
DLY	188.77	195.68	202.59	209.50	216.41	223.33	230.24	237.15	243.08	254.02	
HLX	23.5954	24.4594	25.3234	26.1874	27.0513	27.9153	28.7793	29.6433	30.3841	31.7515	
18 ANN	51784.00	53637.00	55490.00	57343.00	59196.00	61049.00	62902.00	64755.00	66374.00	69361.00	1853
BIW	1984.07	2059.06	2126.06	2197.05	2268.05	2339.05	2410.04	2481.04	2543.07	2657.51	
DLY	198.41	205.91	212.61	219.71	226.81	233.91	241.01	248.11	254.31	265.76	
HLX	24.8009	25.6883	26.5758	27.4631	28.3506	29.2381	30.1255	31.0130	31.7884	33.2189	
19 ANN	54382.00	56286.00	58190.00	60094.00	61998.00	63902.00	65806.00	67710.00	69403.00	72526.00	1904
BIW	2083.61	2156.56	2229.51	2302.46	2375.41	2448.36	2521.31	2594.26	2659.12	2778.78	
DLY	208.37	215.66	222.96	230.25	237.55	244.84	252.14	259.43	265.92	277.88	
HLX	26.0451	26.9570	27.8689	28.7808	29.6926	30.6045	31.5164	32.4283	33.2390	34.7348	
20 ANN	57191.00	59147.00	61103.00	63059.00	65015.00	66971.00	68927.00	70883.00	72655.00	75924.00	1956
BIW	2191.23	2266.17	2341.12	2416.06	2491.00	2565.94	2640.89	2715.83	2783.72	2908.97	
DLY	219.13	226.62	234.12	241.61	249.10	256.60	264.09	271.59	278.38	290.90	
HLX	27.3904	28.3271	29.2640	30.2008	31.1375	32.0743	33.0111	33.9479	34.7965	36.3621	
21 ANN	60071.00	62073.00	64075.00	66077.00	68079.00	70081.00	72083.00	74085.00	75937.00	79354.00	2002
BIW	2301.58	2378.28	2454.99	2531.69	2608.40	2685.10	2761.81	2838.51	2909.47	3040.39	
DLY	230.16	237.83	245.50	253.17	260.84	268.51	276.19	283.86	290.95	304.04	
HLX	28.7698	29.7285	30.6874	31.6461	32.6050	33.5638	34.5226	35.4814	36.3684	38.0049	
22 ANN	61388.00	63761.00	66134.00	68507.00	70880.00	73253.00	75626.00	77999.00	79949.00	83547.00	2373
BIW	2352.04	2442.96	2533.87	2624.79	2715.71	2806.63	2897.55	2988.47	3063.19	3201.04	
DLY	235.21	244.30	253.39	262.48	271.58	280.67	289.76	298.85	306.32	320.11	
HLX	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: 83

JUDICIAL NON-PROFESSIONAL-B  
 40.00 HOUR WEEK  
 EFFECTIVE DECEMBER 21, 2018

GRP	STEP 99	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	AI
23	ANN	64304.00	69260.00	71738.00	74216.00	76694.00	79172.00	81650.00	83691.00	87457.00	2478
	BIW	2463.76	2558.70	2748.59	2843.53	2938.47	3033.41	3128.36	3206.56	3350.85	
	DLY	246.38	265.87	274.86	284.36	293.85	303.35	312.84	320.66	335.09	
	HLY	30.7970	31.9838	33.1705	35.5441	36.7309	37.9176	39.1045	40.0820	41.8856	
24	ANN	67398.00	70007.00	75225.00	77834.00	80443.00	83052.00	85661.00	87803.00	91754.00	2609
	BIW	2582.30	2682.27	2782.23	2982.19	3082.11	3182.07	3282.04	3364.10	3515.48	
	DLY	258.23	268.23	278.23	298.22	308.22	318.21	328.21	336.41	351.55	
	HLY	32.2788	33.5284	34.7779	37.2769	38.5264	39.7759	41.0255	42.0513	43.9435	
25	ANN	70692.00	73422.00	78882.00	81612.00	84342.00	87072.00	89802.00	92047.00	96189.00	2730
	BIW	2708.51	2813.11	3022.30	3126.90	3231.50	3336.10	3440.69	3526.71	3685.41	
	DLY	270.86	281.32	302.23	312.69	323.15	333.61	344.07	352.68	368.55	
	HLY	33.8564	35.1639	37.7788	39.0863	40.3938	41.7013	43.0086	44.0839	46.0676	
26	ANN	74175.00	77038.00	82764.00	85627.00	88490.00	91353.00	94216.00	96571.00	100917.00	2863
	BIW	2841.96	2951.65	3171.04	3280.73	3390.43	3500.12	3609.81	3700.04	3866.56	
	DLY	284.20	295.17	317.11	328.08	339.05	350.02	360.99	370.01	386.66	
	HLY	35.5245	36.8956	39.6380	41.0091	42.3804	43.7515	45.1226	46.2505	48.3320	
27	ANN	77858.00	80868.00	86888.00	89898.00	92908.00	95918.00	98928.00	101401.00	105964.00	3010
	BIW	2983.07	3098.40	3329.05	3444.37	3559.70	3675.02	3790.35	3885.10	4059.93	
	DLY	298.31	309.84	332.91	344.44	355.97	367.51	379.04	388.51	406.00	
	HLY	37.2884	38.7300	41.6131	43.0546	44.4963	45.9378	47.3794	48.5638	50.7491	

STATE OF CONNECTICUT  
JUDICIAL ADMINISTRATIVE SERVICES  
PAYROLL MANAGEMENT SYSTEM

Bargaining Unit: 83

JUDICIAL NON-PROFESSIONAL-B EMPLOYEES  
40.00 HOUR WEEK  
EFFECTIVE JUNE 21, 2019

Includes 3.50% Increase

GRP	STEP 99	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	AI	
07	ANN	33735.00	34533.00	35331.00	36129.00	36927.00	37725.00	38523.00	39321.00	40304.00	42118.00	798
	BIW	1292.53	1323.11	1353.68	1384.26	1414.83	1445.41	1475.98	1506.56	1544.22	1613.72	
	DLY	129.26	132.32	135.37	138.43	141.49	144.55	147.60	150.66	154.43	161.38	
	HLX	16.1566	16.5389	16.9210	17.3033	17.6854	18.0676	18.4498	18.8320	19.3028	20.1715	
08	ANN	35700.00	36747.00	37794.00	38841.00	39888.00	40935.00	41982.00	43029.00	44105.00	46090.00	1047
	BIW	1367.82	1407.94	1448.05	1488.17	1528.28	1568.40	1608.51	1648.63	1688.75	1765.91	
	DLY	136.79	140.80	144.81	148.82	152.83	156.84	160.86	164.87	168.89	176.60	
	HLX	17.0978	17.5993	18.1006	18.6021	19.1035	19.6050	20.1064	20.6079	21.1231	22.0739	
09	ANN	36601.00	37722.00	38843.00	39964.00	41085.00	42206.00	43327.00	44448.00	45559.00	47609.00	1121
	BIW	1402.34	1445.29	1488.24	1531.19	1574.14	1617.09	1660.04	1702.99	1745.56	1824.10	
	DLY	140.24	144.53	148.83	153.12	157.42	161.71	166.01	170.30	174.56	182.41	
	HLX	17.5293	18.0661	18.6030	19.1399	19.6768	20.2136	20.7505	21.2874	21.8195	22.8013	
10	ANN	37566.00	38781.00	39996.00	41211.00	42426.00	43641.00	44856.00	46071.00	47223.00	49348.00	1215
	BIW	1439.32	1485.87	1532.42	1578.97	1625.52	1672.07	1718.63	1765.18	1809.32	1890.73	
	DLY	143.94	148.59	153.25	157.90	162.56	167.21	171.87	176.52	180.94	189.08	
	HLX	17.9915	18.5734	19.1553	19.7371	20.3190	20.9009	21.4829	22.0648	22.6165	23.6341	
11	ANN	39105.00	40363.00	41621.00	42879.00	44137.00	45395.00	46653.00	47911.00	49109.00	51319.00	1258
	BIW	1498.28	1546.48	1594.68	1642.88	1691.08	1739.28	1787.48	1835.68	1881.58	1966.25	
	DLY	149.83	154.65	159.47	164.29	169.11	173.93	178.75	183.57	188.16	196.63	
	HLX	18.7285	19.3310	19.9335	20.5360	21.1385	21.7410	22.3435	22.9460	23.5198	24.5781	
12	ANN	40356.00	41661.00	42966.00	44271.00	45576.00	46881.00	48186.00	49491.00	50728.00	53011.00	1305
	BIW	1546.21	1596.21	1646.21	1696.21	1746.21	1796.21	1846.21	1896.21	1943.61	2031.08	
	DLY	154.63	159.63	164.63	169.63	174.63	179.63	184.63	189.63	194.37	203.11	
	HLX	19.3276	19.9526	20.5776	21.2026	21.8276	22.4526	23.0776	23.7026	24.2951	25.3885	
13	ANN	42354.00	43983.00	45612.00	47241.00	48870.00	50499.00	52128.00	53757.00	55101.00	57581.00	1629
	BIW	1622.76	1685.18	1747.59	1810.00	1872.42	1934.83	1997.25	2059.66	2111.15	2206.17	
	DLY	162.28	168.52	174.76	181.00	187.25	193.49	199.73	205.97	211.12	220.62	
	HLX	20.2845	21.0648	21.8449	22.6250	23.4053	24.1854	24.9656	25.7458	26.3894	27.5771	
14	ANN	44265.00	45965.00	47665.00	49365.00	51065.00	52765.00	54465.00	56165.00	57569.00	60160.00	1700
	BIW	1695.98	1761.12	1826.25	1891.38	1956.52	2021.65	2086.79	2151.92	2205.71	2304.99	
	DLY	169.60	176.12	182.63	189.14	195.66	202.17	208.68	215.20	220.58	230.50	
	HLX	21.1998	22.0140	22.8281	23.6423	24.4565	25.2706	26.0849	26.8990	27.5714	28.6124	

STATE OF CONNECTICUT  
 JUDICIAL ADMINISTRATIVE SERVICES  
 PAYROLL MANAGEMENT SYSTEM

Bargaining Unit: 83

JUDICIAL NON-PROFESSIONAL-B EMPLOYEES

40.00 HOUR WEEK  
 EFFECTIVE JUNE 21, 2019

Includes 3.50% Increase

GRP	STEP 99	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	AI
15	ANN	46289.00	48045.00	49801.00	51557.00	53313.00	55069.00	56825.00	60046.00	62748.00	1756
	BIW	1773.53	1840.81	1908.09	1975.37	2042.65	2109.93	2177.21	2244.49	2300.62	2404.14
	DLY	177.36	184.09	190.81	197.54	204.27	211.00	217.73	224.45	230.07	240.42
	HLY	22.1691	23.0101	23.8511	24.6921	25.5331	26.3741	27.2151	28.0561	28.7578	30.0518
16	ANN	48537.00	50360.00	52183.00	54006.00	55829.00	57652.00	59475.00	62830.00	65657.00	1823
	BIW	1859.66	1929.51	1999.35	2069.20	2139.05	2208.89	2278.74	2348.59	2407.28	2515.60
	DLY	185.97	192.96	199.94	206.92	213.91	220.89	227.88	234.86	240.73	251.56
	HLY	23.2458	24.1189	24.9919	25.8650	26.7381	27.6111	28.4843	29.3574	30.0910	31.4450
17	ANN	50991.00	52859.00	54727.00	56595.00	58463.00	60331.00	62199.00	65669.00	68624.00	1868
	BIW	1953.68	2025.25	2096.82	2168.40	2239.97	2311.54	2383.11	2454.68	2516.06	2629.28
	DLY	195.37	202.53	209.69	216.84	224.00	231.16	238.32	245.47	251.61	262.93
	HLY	24.4210	25.3156	26.2103	27.1050	27.9996	28.8943	29.7889	30.6835	31.4508	32.8660
18	ANN	53597.00	55515.00	57433.00	59351.00	61269.00	63187.00	65105.00	68699.00	71790.00	1918
	BIW	2053.53	2127.02	2200.50	2273.99	2347.48	2420.96	2494.45	2567.94	2632.15	2750.58
	DLY	205.36	212.71	220.05	227.40	234.75	242.10	249.45	256.80	263.22	275.06
	HLY	25.6691	26.5878	27.5063	28.4249	29.3435	30.2620	31.1806	32.0993	32.9019	34.3823
19	ANN	56286.00	58257.00	60228.00	62199.00	64170.00	66141.00	68112.00	70083.00	71835.00	1971
	BIW	2156.56	2232.07	2307.59	2383.11	2458.63	2534.14	2609.66	2685.18	2752.30	2876.17
	DLY	215.66	223.21	230.76	238.32	245.87	253.42	260.97	268.52	275.23	287.62
	HLY	26.9570	27.9009	28.8449	29.7889	30.7329	31.6768	32.6208	33.5648	34.4038	35.9521
20	ANN	59193.00	61218.00	63243.00	65268.00	67293.00	69318.00	71343.00	73368.00	75202.00	2025
	BIW	2267.94	2345.52	2423.11	2500.69	2578.28	2655.87	2733.45	2811.04	2881.31	3010.96
	DLY	226.80	234.56	242.32	250.07	257.83	265.59	273.35	281.11	288.14	301.10
	HLY	28.3493	29.3190	30.2889	31.2586	32.2285	33.1984	34.1681	35.1380	36.0164	37.6370
21	ANN	62173.00	64246.00	66319.00	68392.00	70465.00	72538.00	74611.00	76684.00	78601.00	2073
	BIW	2382.11	2461.54	2540.96	2620.39	2699.81	2779.24	2858.66	2938.09	3011.54	3147.05
	DLY	238.22	246.16	254.10	262.04	269.99	277.93	285.87	293.81	301.16	314.71
	HLY	29.7764	30.7693	31.7620	32.7549	33.7476	34.7405	35.7333	36.7261	37.6443	39.3381
22	ANN	63536.00	65993.00	68450.00	70907.00	73364.00	75821.00	78278.00	80735.00	82753.00	2457
	BIW	2434.33	2528.47	2622.61	2716.75	2810.89	2905.02	2999.16	3093.30	3170.62	3313.30
	DLY	243.44	252.85	262.27	271.68	281.09	290.51	299.92	309.33	317.07	331.33
	HLY	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: 83

JUDICIAL NON-PROFESSIONAL-B EMPLOYEES  
 40.00 HOUR WEEK  
 EFFECTIVE JUNE 21, 2019

Includes 3.50% Increase

GRP	STEP 99	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	AI	
23	ANN	66555.00	69120.00	71685.00	74250.00	76815.00	79380.00	81945.00	84510.00	86623.00	90521.00	2565
	BIW	2550.00	2648.28	2746.56	2844.83	2943.11	3041.38	3139.66	3237.94	3318.89	3468.24	
	DLY	255.00	264.83	274.66	284.49	294.32	304.14	313.97	323.80	331.89	346.83	
	HLY	31.8750	33.1035	34.3320	35.5604	36.7889	38.0173	39.2458	40.4743	41.4861	43.3530	
24	ANN	69757.00	72458.00	75159.00	77860.00	80561.00	83262.00	85963.00	88664.00	90881.00	94971.00	2701
	BIW	2672.69	2776.17	2879.66	2983.15	3086.63	3190.12	3293.61	3397.09	3482.04	3638.74	
	DLY	267.27	277.62	287.97	298.32	308.67	319.02	329.37	339.71	348.21	363.88	
	HLY	33.4086	34.7021	35.9958	37.2894	38.5829	39.8765	41.1701	42.4636	43.5255	45.4843	
25	ANN	73166.00	75992.00	78818.00	81644.00	84470.00	87296.00	90122.00	92948.00	95272.00	99559.00	2826
	BIW	2803.30	2911.58	3019.85	3128.13	3236.40	3344.68	3452.96	3561.23	3650.27	3814.53	
	DLY	280.33	291.16	301.99	312.82	323.64	334.47	345.30	356.13	365.03	381.46	
	HLY	35.0413	36.3948	37.7481	39.1016	40.4550	41.8085	43.1620	44.5154	45.6284	47.6816	
26	ANN	76771.00	79735.00	82699.00	85663.00	88627.00	91591.00	94555.00	97519.00	99957.00	104455.00	2964
	BIW	2941.42	3054.99	3168.55	3282.11	3395.68	3509.24	3622.80	3736.37	3829.78	4002.11	
	DLY	294.15	305.50	316.86	328.22	339.57	350.93	362.28	373.64	382.98	400.22	
	HLY	36.7678	38.1874	39.6069	41.0264	42.4460	43.8655	45.2850	46.7046	47.8723	50.0264	
27	ANN	80583.00	83699.00	86815.00	89931.00	93047.00	96163.00	99279.00	102395.00	104955.00	109678.00	3116
	BIW	3087.48	3206.86	3326.25	3445.64	3565.02	3684.41	3803.80	3923.19	4021.27	4202.23	
	DLY	308.75	320.69	332.63	344.57	356.51	368.45	380.38	392.32	402.13	420.23	
	HLY	38.5935	40.0858	41.5781	43.0705	44.5628	46.0551	47.5475	49.0399	50.2659	52.5279	

STATE OF CONNECTICUT  
 JUDICIAL ADMINISTRATIVE SERVICES  
 PAYROLL MANAGEMENT SYSTEM

Bargaining Unit: 83

JUDICIAL NON-PROFESSIONAL-B EMPLOYEES  
 40.00 HOUR WEEK  
 EFFECTIVE JUNE 19, 2020

Includes 3.50% Increase

GRP	STEP 99	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	AI	
07	ANN	34916.00	35742.00	36568.00	37394.00	38220.00	39046.00	39872.00	40698.00	41715.00	43592.00	826
	BIW	1337.78	1369.43	1401.08	1432.73	1464.37	1496.02	1527.67	1559.32	1591.00	1670.20	
	DLY	133.78	136.95	140.11	143.28	146.44	149.61	152.77	155.94	159.83	167.02	
	HLX	16.7223	17.1179	17.5135	17.9091	18.3046	18.7003	19.0959	19.4915	19.9785	20.8775	
08	ANN	36950.00	38034.00	39118.00	40202.00	41286.00	42370.00	43454.00	44538.00	45651.00	47705.00	1084
	BIW	1415.71	1457.25	1498.78	1540.31	1581.84	1623.38	1664.91	1706.44	1749.09	1827.78	
	DLY	141.58	145.73	149.88	154.04	158.19	162.34	166.50	170.65	174.91	182.78	
	HLX	17.6964	18.2156	18.7348	19.2539	19.7730	20.2923	20.8114	21.3305	21.8636	22.8473	
09	ANN	37882.00	39043.00	40204.00	41365.00	42526.00	43687.00	44848.00	46009.00	47159.00	49281.00	1161
	BIW	1451.42	1495.91	1540.39	1584.87	1629.35	1673.84	1718.32	1762.80	1806.86	1888.17	
	DLY	145.15	149.60	154.04	158.49	162.94	167.39	171.84	176.28	180.69	188.82	
	HLX	18.1428	18.6989	19.2549	19.8109	20.3669	20.9230	21.4790	22.0350	22.5858	23.6021	
10	ANN	38881.00	40139.00	41397.00	42655.00	43913.00	45171.00	46429.00	47687.00	48879.00	51079.00	1258
	BIW	1489.70	1537.90	1586.10	1634.30	1682.50	1730.69	1778.89	1827.09	1872.76	1957.05	
	DLY	148.97	153.79	158.61	163.43	168.25	173.07	177.89	182.71	187.28	195.71	
	HLX	18.6213	19.2238	19.8263	20.4288	21.0313	21.6336	22.2361	22.8386	23.4095	24.4631	
11	ANN	40973.00	41776.00	43079.00	44382.00	45685.00	46988.00	48291.00	49594.00	50834.00	53122.00	1303
	BIW	1550.69	1600.62	1650.54	1700.46	1750.39	1800.31	1850.23	1900.16	1947.67	2035.33	
	DLY	155.07	160.07	165.06	170.05	175.04	180.04	185.03	190.02	194.77	203.54	
	HLX	19.3836	20.0078	20.6318	21.2558	21.8799	22.5039	23.1279	23.7520	24.3459	25.4416	
12	ANN	41769.00	43120.00	44471.00	45822.00	47173.00	48524.00	49875.00	51226.00	52507.00	54670.00	1351
	BIW	1600.35	1652.11	1703.87	1755.64	1807.40	1859.16	1910.92	1962.69	2011.77	2102.30	
	DLY	160.04	165.22	170.39	175.57	180.74	185.92	191.10	196.27	201.18	210.23	
	HLX	20.0044	20.6514	21.2984	21.9455	22.5925	23.2395	23.8865	24.5336	25.1471	26.2788	
13	ANN	43836.00	45523.00	47210.00	48897.00	50584.00	52271.00	53958.00	55645.00	57036.00	59603.00	1687
	BIW	1679.55	1744.18	1808.82	1873.45	1938.09	2002.73	2067.36	2132.00	2185.29	2283.64	
	DLY	167.96	174.42	180.89	187.35	193.81	200.28	206.74	213.20	218.53	228.37	
	HLX	20.9944	21.8023	22.6103	23.4181	24.2261	25.0341	25.8420	26.6500	27.3161	28.5455	
14	ANN	45814.00	47574.00	49334.00	51094.00	52854.00	54614.00	56374.00	58134.00	59587.00	62268.00	1760
	BIW	1755.33	1822.76	1890.20	1957.63	2025.06	2092.50	2159.93	2227.36	2283.03	2385.75	
	DLY	175.54	182.28	189.02	195.77	202.51	209.25	216.00	222.74	228.31	238.58	
	HLX	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: 83

JUDICIAL NON-PROFESSIONAL-B EMPLOYEES  
 40.00 HOUR WEEK  
 EFFECTIVE JUNE 19, 2020

Includes 3.50% Increase

GRP	STEP 99	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	AI	
15	ANN	47909.00	49727.00	51545.00	53363.00	55181.00	56999.00	58817.00	60635.00	62151.00	64948.00	1818
	BIW	1835.60	1905.25	1974.91	2044.56	2114.22	2183.87	2253.53	2323.19	2381.27	2488.43	
	DLY	183.56	190.53	197.50	204.46	211.43	218.39	225.36	232.32	238.13	248.85	
	HLY	22.9450	23.8156	24.6864	25.5570	26.4278	27.2984	28.1691	29.0399	29.7659	31.1054	
16	ANN	50236.00	52123.00	54010.00	55897.00	57784.00	59671.00	61558.00	63445.00	65031.00	67957.00	1887
	BIW	1924.76	1997.05	2069.35	2141.65	2213.95	2286.25	2358.55	2430.85	2491.61	2603.72	
	DLY	192.48	199.71	206.94	214.17	221.40	228.63	235.86	243.09	249.17	260.38	
	HLY	24.0595	24.9631	25.8669	26.7706	27.6744	28.5781	29.4819	30.3856	31.1451	32.5465	
17	ANN	52776.00	54710.00	56644.00	58578.00	60512.00	62446.00	64380.00	66314.00	67972.00	71031.00	1934
	BIW	2022.07	2096.17	2170.27	2244.37	2318.47	2392.57	2466.67	2540.77	2604.30	2721.50	
	DLY	202.21	209.62	217.03	224.44	231.85	239.26	246.67	254.08	260.43	272.15	
	HLY	25.2759	26.2021	27.1284	28.0546	28.9809	29.9071	30.8334	31.7596	32.5538	34.0188	
18	ANN	55473.00	57459.00	59445.00	61431.00	63417.00	65403.00	67389.00	69375.00	71109.00	74309.00	1986
	BIW	2125.41	2201.50	2277.59	2353.68	2429.78	2505.87	2581.96	2658.05	2724.49	2847.09	
	DLY	212.55	220.15	227.76	235.37	242.98	250.59	258.20	265.81	272.45	284.71	
	HLY	26.5676	27.5188	28.4699	29.4210	30.3723	31.3234	32.2745	33.2256	34.0561	35.5886	
19	ANN	58256.00	60296.00	62336.00	64376.00	66416.00	68456.00	70496.00	72536.00	74349.00	77695.00	2040
	BIW	2322.04	2310.20	2388.36	2466.52	2544.68	2622.84	2701.00	2779.16	2848.63	2976.82	
	DLY	223.21	231.02	238.84	246.66	254.47	262.29	270.10	277.92	284.87	297.69	
	HLY	27.9005	28.8775	29.8545	30.8315	31.8085	32.7855	33.7625	34.7395	35.6079	37.2103	
20	ANN	61265.00	63361.00	65457.00	67553.00	69649.00	71745.00	73841.00	75937.00	77835.00	81338.00	2096
	BIW	2347.32	2427.63	2507.94	2588.24	2668.55	2748.86	2829.16	2909.47	2982.19	3116.40	
	DLY	234.74	242.77	250.80	258.83	266.86	274.89	282.92	290.95	298.22	311.64	
	HLY	29.3415	30.3454	31.3493	32.3530	33.3569	34.3608	35.3645	36.3684	37.2774	38.9550	
21	ANN	64349.00	66495.00	68641.00	70787.00	72933.00	75079.00	77225.00	79371.00	81355.00	85016.00	2146
	BIW	2465.48	2547.71	2629.93	2712.15	2794.37	2876.60	2958.82	3041.04	3117.05	3257.32	
	DLY	246.55	254.78	263.00	271.22	279.44	287.66	295.89	304.11	311.71	325.74	
	HLY	30.8195	31.8464	32.8741	33.9019	34.9296	35.9575	36.9853	38.0130	38.9631	40.7165	
22	ANN	65760.00	68303.00	70846.00	73389.00	75932.00	78475.00	81018.00	83561.00	85650.00	89504.00	2543
	BIW	2519.55	2616.98	2714.41	2811.84	2909.28	3006.71	3104.14	3201.58	3281.61	3429.28	
	DLY	251.96	261.70	271.45	281.19	290.93	300.68	310.42	320.16	328.17	342.93	
	HLY	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: 83

JUDICIAL NON-PROFESSIONAL-B EMPLOYEES  
 40.00 HOUR WEEK  
 EFFECTIVE JUNE 19, 2020

Includes 3.50% Increase

GRP	STEP 99	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	AI	
23	ANN	6885.00	71540.00	74195.00	76850.00	79505.00	82160.00	84815.00	87470.00	89657.00	93692.00	2655
	BIW	2639.28	2741.00	2842.73	2944.45	3046.17	3147.90	3249.62	3351.35	3435.14	3589.74	
	DLY	263.93	274.10	284.28	294.45	304.62	314.79	324.97	335.14	343.52	358.98	
	HLY	32.9910	34.2625	35.5341	36.8056	38.0771	39.3488	40.6203	41.8919	42.9393	44.8718	
24	ANN	72199.00	74995.00	77791.00	80587.00	83383.00	86179.00	88975.00	91771.00	94065.00	98298.00	2796
	BIW	2766.25	2873.38	2980.50	3087.63	3194.76	3301.88	3409.01	3516.14	3604.03	3766.21	
	DLY	276.63	287.34	298.05	308.77	319.48	330.19	340.91	351.62	360.41	376.63	
	HLY	34.5781	35.9173	37.2563	38.5954	39.9345	41.2735	42.6126	43.9518	45.0504	47.0776	
25	ANN	75727.00	78652.00	81577.00	84502.00	87427.00	90352.00	93277.00	96202.00	98607.00	103044.00	2925
	BIW	2901.42	3013.49	3125.56	3237.63	3349.70	3461.77	3573.84	3685.91	3778.05	3948.05	
	DLY	290.15	301.35	312.56	323.77	334.97	346.18	357.39	368.60	377.81	394.81	
	HLY	36.2678	37.6686	39.0695	40.4704	41.8713	43.2721	44.6730	46.0739	47.2256	49.3506	
26	ANN	79458.00	82526.00	85594.00	88662.00	91730.00	94798.00	97866.00	100934.00	103457.00	108113.00	3068
	BIW	3044.37	3161.92	3279.47	3397.02	3514.56	3632.11	3749.66	3867.21	3963.87	4142.27	
	DLY	304.44	316.20	327.95	339.71	351.46	363.22	374.97	386.73	396.59	414.23	
	HLY	38.0546	39.5240	40.9934	42.4628	43.9320	45.4014	46.8708	48.3401	49.5484	51.7784	
27	ANN	83403.00	86629.00	89855.00	93081.00	96307.00	99533.00	102759.00	105985.00	108635.00	113524.00	3226
	BIW	3195.52	3319.12	3442.73	3566.33	3689.93	3813.53	3937.13	4060.73	4162.27	4349.58	
	DLY	319.56	331.92	344.28	356.64	369.00	381.36	393.72	406.08	416.23	434.96	
	HLY	39.9440	41.4890	43.0341	44.5791	46.1241	47.6691	49.2141	50.7591	52.0284	54.3698	

AFSCME - BU83 - Judicial Non-Professional B

Costs associated with the three-year proposal (Fiscal Years 2019-2021)

	<u>Fiscal Year 2018-19</u>	<u>Fiscal Year 2019-20</u>	<u>Fiscal Year 2020-21</u>
<b>2019</b>			
AI	0		
GWJ	0		
Longevity	97,260		
Lump Sum (\$2,000)	207,763		
Auto Availability Stipend	0		
<b>Total</b>	<b><u>305,023</u></b>	<b>0</b>	<b>0</b>
<b>2020</b>			
AI		136,229	295,164
3.5 % GWJ eff 6/21/19		300,109	300,109
Longevity		329,001	
Lump Sum @ max JAN		14,000	
Auto Availability Stipend		10,500	
<b>Total</b>	<b>0</b>	<b><u>789,840</u></b>	<b><u>595,273</u></b>
<b>2021</b>			
AI			121,347
3.5 % GWJ eff 6/19/20			332,542
Longevity			369,259
Lump Sum @ max JAN			20,000
Auto Availability Stipend			10,500
<b>Total</b>	<b>0</b>	<b>0</b>	<b><u>853,648</u></b>
		<b><u>Totals</u></b>	
AI	0	136,229	416,511
COLA	0	300,109	632,651
Longevity	97,260	329,001	369,259
Lump Sum (\$2,000)	207,763	0	0
Lump Sum @ max JAN	0	14,000	20,000
Auto Availability Stipend	0	10,500	10,500
<b>Total</b>	<b><u>305,023</u></b>	<b><u>789,840</u></b>	<b><u>1,448,920</u></b>

Date Prepared

4/30/2019