



STATE OF CONNECTICUT
JUDICIAL BRANCH
90 Washington Street
Hartford, Connecticut 06106

**ADMINISTRATIVE SERVICES DIVISION
HUMAN RESOURCE MANAGEMENT UNIT**

Elizabeth K. Graham, Director

Memorandum

To: Lisa Egan, Under Secretary for Labor Relations
From: Elizabeth K. Graham, Director of Human Resource Management
Date: July 14, 2017
Subject: Collective Bargaining Unit Materials

A handwritten signature in black ink, appearing to read "EK Graham", is written over the "From:" line of the memorandum.

Enclosed are the materials documenting Judicial Branch negotiated tentative agreements with the Union of Professional Employees, AFT/AFT-CT, AFL-CIO; Judicial Employees Local 749, AFSCME, AFL-CIO; Connecticut State Employees Association SEIU Local 2001; and the International Brotherhood of Police Officers Local 731.

Judicial Branch costs associated with the AFT, AFSCME, CSEA and IBPO tentative agreements are attached. The Office of the Chief Public Defender (OCPD) developed its own cost estimates for AFT and AFSCME which are also attached for your use.

Please contact me if you need any additional information.

TENTATIVE AGREEMENT

between

STATE OF CONNECTICUT JUDICIAL BRANCH

and

INTERNATIONAL BROTHERHOOD OF POLICE OFFICERS
LOCAL 731 (IBPO)

The parties agree that the collective bargaining agreement between the parties dated July 1, 2011 through June 30, 2016 is modified as a result of negotiations between the Branch and the Union in conjunction with negotiations between the State of Connecticut and SEBAC as noted below. The terms and conditions herein shall only be binding on the parties if the 2017 SEBAC Agreement is ratified in accordance with voting and approval requirements outlined in the 2017 SEBAC agreement.

Article XXV -- Compensation

Section 1. Base Salary Increases and Annual Increments

For contract year July 1, 2016 -- June 30, 2017 there shall be no increase in base annual salary, and no top step lump sum payment or annual increment paid to bargaining unit employees.

For contract year July 1, 2017 -- June 30, 2018 there shall be no increase in base annual salary, and no top step lump sum payment or annual increment paid to bargaining unit employees.

For contract year 2018-2019, there shall be no increase in base annual salary, and no top step lump sum payment or annual increment paid to bargaining unit employees.

Effective June 22, 2018 a one-time payment of \$2000.00 (not added to base salary), shall be paid to full-time (40 hours per week) bargaining unit employees. Part-time bargaining

unit 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).

Bargaining unit employees qualifying for the one-time payment of \$2000.00 will be paid in a check dated July 20, 2018. These one-time payments shall qualify for pension purposes.

For contract year 2019-2020, effective June 21, 2019 and paid beginning with the check dated July 19, 2019 the base annual salary for bargaining unit employees shall be increased by three and one-half percent (3.5%). Annual increments and top step lump sum payments will be paid in accordance with existing practice.

For contract year 2020-2021, effective June 19, 2020 and paid beginning with the check dated July 17, 2020 the base annual salary for bargaining unit employees shall be increased by three and one-half percent (3.5%). Annual increments and top step lump sum payments will be paid in accordance with existing practice.

Effective July 1, 2019 through June 30, 2021, 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 (\$1,000). The payment shall be made as of the date the increment as specified above would have applied and may be denied for an overall "unsatisfactory" performance appraisal.

Longevity.

Employees shall continue to be eligible for longevity payments through June 30, 2021 in accordance with the existing practice except as noted below.

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.

In accordance with the 2017 SEBAC agreement, the second longevity payment for the 2017-2018 contract year that is normally paid in April will be deferred for payment until after July 1, 2018 and will be paid in a check dated July 20, 2018.

Job Security

The parties have agreed that no bargaining unit member hired on or before July 1, 2017 shall be laid off for any reason. This job security will be applicable through June 30, 2021, subject to the limitations set forth below:

This protection from lay off does not prevent the Judicial Branch from restructuring and/or eliminating positions provided those affected are offered another job comparable in pay. An employee who is laid off due to refusal of such a position will not be considered a lay off for purposes of this agreement. Protection from loss of employment is for permanent employees; it does not apply to employees in their initial probationary period.

Any employee who is laid-off after June 30, 2017 shall have available any and all rights set forth under the SEBAC Placement and Training Agreement.

Unpaid Furlough Days

The parties agree to the following in accordance with the agreement reached between the State of Connecticut and SEBAC.

Each employee is required to take three (3) unpaid furlough days (or twenty-four unpaid furlough hours) between July 1, 2017 and June 30, 2018. The equivalent cost of the furlough days will be deducted from the employee's annual salary in order to spread the financial impact of the furlough days equally throughout the year. The reduced annual salary will be divided into 26 pay periods and will become the adjusted base salary for

the employee each pay period. The employee will be able to use the equivalent number of furlough hours in .25 increments (15 minute increments, or multiples thereof) by June 30, 2018. Use of furlough hours must be requested in advance and approved by management.

If an employee leaves the Branch prior to June 30, 2018, any furlough time taken in excess of the amount covered by the annualized deductions will be charged against any remaining vacation accruals at the time of separation. Should there be insufficient vacation time to cover the overuse of the furlough time, attendance will be modified accordingly and a deduction will be taken from the final paycheck.

Furlough day requirements will be prorated for employees working less than 40 hours per week.

Furlough days shall be treated in the same manner as voluntary schedule reductions under Connecticut General Statute 5-248c.

Tentative Agreements

The Tentative Agreements as attached in Appendix A are incorporated into this Agreement.

TENTATIVE AGREEMENT

between

STATE OF CONNECTICUT JUDICIAL BRANCH

and

INTERNATIONAL BROTHERHOOD OF POLICE OFFICERS
LOCAL 731 (IBPO)

Signature Page

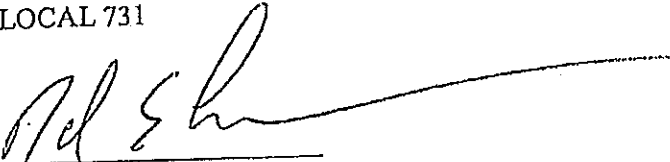
Date at Hartford, Connecticut this 17th day of June 2017.

STATE OF CONNECTICUT
JUDICIAL BRANCH



Brian Clemow
Counsel

INTERNATIONAL BROTHERHOOD OF POLICE OFFICERS
LOCAL 731



Daniel E. Livingston
Counsel

APPENDIX A

Tentative Agreements

(page 1 – 32)

TENTATIVE AGREEMENT

BETWEEN THE STATE OF CONNECTICUT JUDICIAL BRANCH and STATE
OF INTERNATIONAL BROTHERHOOD OF POLICE OFFICERS LOCAL 731
(IBPO)

Contract Negotiations CBA Expiration 6/30/16

The following section of the CBA shall now read ...

ARTICLE XXXIV - Duration

Section 1. Except as otherwise provided this Agreement shall be effective on approval
by the General Assembly through June 30, 2021 including the contract years listed below
(and shall remain in effect in accordance with C.G.S. §5-278a):

Year 1 July 1, 2016 – June 30, 2017

Year 2 July 1, 2017 – June 30, 2018

Year 3 July 1, 2018 – June 30, 2019

Year 4 July 1, 2019 – June 30, 2020

Year 5 July 1, 2020 – June 30, 2021.

Brian Clemow, Counsel
For the Judicial Branch



6/17/2017
Date

Daniel E. Livingston, Counsel
For the Union



6/17/2017
Date

STATE OF CONNECTICUT JUDICIAL BRANCH

and

INTERNATIONAL BROTHERHOOD OF POLICE OFFICERS LOCAL 731 (IBPO)

Tentative Agreement Reached December 10, 2015

**NEW ARTICLE - INCORPORATE EMERGENCY SICK LEAVE MOA, AS MODIFIED
BELOW, INTO CONTRACT**

Section 1 - The Branch will establish an Emergency Sick Leave Bank for IBPO Local 731. The Branch will make a one-time contribution to the Bank by allocating 400 hours of time. These hours will be available to bargaining unit members as of January 1, 2012 to access in accordance with guidelines to be developed by mutual agreement of the parties.

Section 2 - Any additional hours allocated to the Bank will come from sick time hours withdrawn from bargaining unit members' accrued sick leave balances in accordance with guidelines to be developed by mutual agreement of the parties.

Section 3 - All bargaining unit employees who have attained permanent status on the date this agreement is signed shall have 2 hours withdrawn from accrued sick leave and deposited into the bank July 1 and January 1 of each contract year. The bank's hours shall not revert back to employees if not used.

Section 4 - Hours contributed to the bank shall thereafter be allocated to nonprobationary employees with catastrophic or extended, long-term illnesses or injuries.

Section 5 - To be eligible for allocation of hours from the bank, an employee must be currently unable to work and meet all of the following conditions:

- a. All sick leave, personal and vacation leave and compensatory time must be exhausted.
- b. The illness or injury must not be covered by workers' compensation and/or such benefit must have been exhausted.
- c. An acceptable medical certificate supporting the absence is on file.
- d. The bank is not depleted.

Section 6 - Hours from the bank shall be allocated by a Labor/Management Advisory Committee. This committee shall have full authority to grant benefits and administer the program in accordance with guidelines outlined in # 1 and #2 above. In addition, the Committee shall consider as a factor the extent and circumstances of the applicant's usage of sick leave prior to the illness/injury in question.

Section 7 - Unused hours in the bank shall be carried over from year to year and shall not lapse.

Section 8 - If at any time the bank balance falls below 500 hours, the committee shall be empowered to withdraw a supplemental amount of up-to 4 hours from each permanent

employee's accrued sick leave. Said withdrawal shall be made only after a majority vote of the committee.

Section 9 - Time off without loss of pay or benefits may be granted, as necessary, to members of the Committee to attend meetings to administer this program.

Section 10 - The actions or nonactions of this Committee shall in no way be subject to collateral attack or the grievance/arbitration machinery. The panel shall not be considered a State agency, board or any other subdivision of the Employer. No requests shall be conducted as contested cases or otherwise be subject to the Administrative Procedure Act.

STATE OF CONNECTICUT
JUDICIAL BRANCH

Brian Clemens

Date: 2/4/16

INTERNATIONAL BROTHERHOOD OF
POLICE OFFICERS - LOCAL 731

R. S. L.

Date: 2/4/16

STATE OF CONNECTICUT JUDICIAL BRANCH

and

INTERNATIONAL BROTHERHOOD OF POLICE OFFICERS LOCAL 731 (IBPO)

Tentative Agreement Reached December 10, 2015

NEW ARTICLE

Add New Article (Jury/Witness Leave) --

Section 1 -- (a) Employees absent from duty to perform jury service shall receive their regular straight time salary, exclusive of overtime or any other premium pay. Acceptance of such salary shall be deemed a waiver of any statutory jury service fee.

(b) Time off for jury duty shall be arranged as follows:

- (1) If the employee is scheduled to work the day shift, evening or second shift, he/she shall be off on the shift occurring on the same day as the jury duty.
- (2) If the employee is scheduled to work the night or third shift, he/she shall be off on the shift immediately prior to the jury duty.

(c) If an employee who works the day shift reports to jury duty and is released early so that court time and reasonable travel time to the work site (including time to stop at home if necessary) do not exceed three and one-half (3.5) hours in total, the employee shall return to work for the balance of the day shift.

If an employee who works the evening or second shift reports to jury duty and is released so that court time and reasonable travel time to work site (including time to stop at home if necessary) do not exceed three and one-half (3.5) hours in total, the employee shall return to work for his/her regular work shift.

An employee who has been off the night or third shift immediately prior to jury duty shall not be required to report for additional work or make up the time if released early from jury duty.

Section 2 (Witness Leave) -- An employee called as a witness outside normal working hours in a matter arising out of the performance of customary duties of employment shall be paid for and have that time counted as hours worked for purposes of overtime.

STATE OF CONNECTICUT
JUDICIAL BRANCH

Grian Clemens

Date: 2/4/16

INTERNATIONAL BROTHERHOOD OF
POLICE OFFICERS - LOCAL 731

[Signature]

Date: 2/4/16

STATE OF CONNECTICUT JUDICIAL BRANCH

and

INTERNATIONAL BROTHERHOOD OF POLICE OFFICERS LOCAL 731 (IBPO)

Tentative Agreement Reached December 10, 2015

CHANGES TO ARTICLE XXV, Section 8

Article XXV, Section 8 – Delete, Obsolete.

~~The parties agree to implement the recommendation of the OJE study as they related to Judicial Marshals effective June 1, 2012. This shall not be affected in any way by the 2011 SEBAC agreement.~~

The Union still has a proposal on the table concerning other changes to Article XXV, Section 8.

STATE OF CONNECTICUT
JUDICIAL BRANCH

Brian Clements

Date: 2/4/16

INTERNATIONAL BROTHERHOOD OF
POLICE OFFICERS – LOCAL 731

OK

Date: 2/4/16

STATE OF CONNECTICUT JUDICIAL BRANCH

and

INTERNATIONAL BROTHERHOOD OF POLICE OFFICERS LOCAL 731 (IBPO)

Tentative Agreement Reached December 10, 2015

CHANGES TO ARTICLE XV, Section 4

Article XV, Section 4 – The employer shall solicit twice annually (June 1 and December 1) written expressions of interest in assignment into or out of one of the two 24-hour lockups and the Centralized Transportation Unit. During this period, bargaining unit members currently assigned to one of the lockups or CTU must affirmatively indicate interest in remaining in the current assignment or transferring out. Before making a reassignment decision of indefinite duration within the district, either in to or out of one of the two 24-hour lockups or CTU, such expressions of interest will be considered. All job related factors being equal, seniority will be the controlling factor. Reassignment decisions under this section will not be subject to the grievance procedure unless such decisions are arbitrary or capricious.

Both sides still have proposals on the table concerning other changes to Section 4

STATE OF CONNECTICUT
JUDICIAL BRANCH

Brian Clamon

Date: 2/4/16

INTERNATIONAL BROTHERHOOD OF
POLICE OFFICERS - LOCAL 731

[Signature]

Date: 2/4/16

STATE OF CONNECTICUT JUDICIAL BRANCH

and

INTERNATIONAL BROTHERHOOD OF POLICE OFFICERS LOCAL 731 (IBPO)

Tentative Agreement Reached December 10, 2015

CHANGES TO ARTICLE XI

Article XI, Section 3 - This Article shall not be deemed to prohibit supervisors from maintaining written notes or records on an employee's performance or conduct. Such notes or records shall not be deemed part of an employee's personnel file, nor subject to inspection or copying by the employee or other parties.

STATE OF CONNECTICUT
JUDICIAL BRANCH

Brian Clunnes

Date: 2/4/16

INTERNATIONAL BROTHERHOOD OF
POLICE OFFICERS LOCAL 731

PK S L

Date: 2/4/16

STATE OF CONNECTICUT JUDICIAL BRANCH

and

INTERNATIONAL BROTHERHOOD OF POLICE OFFICERS LOCAL 731 (IBPO)

Tentative Agreement Reached December 10, 2015

CHANGES TO ARTICLE VII

Article VII, Section 4 - Union staff representatives shall be permitted to enter the work premises of the Branch at any reasonable time for the purpose of discussing, processing, or investigating filed or potential grievances or otherwise performing Union business, provided that (1) they schedule their meeting at least forty-eight hours in advance with the Administrative Judge or designee, unless circumstances were not foreseeable or time is of the essence, (2) they give notice of their presence immediately upon arrival to the supervisor in charge, (3) they do not interfere with the performance of duties, and (4) they restrict their visit to appropriate conference space designated by the Administrative Judge or designee. The Union will furnish the Employer with a current list of its staff personnel and shall maintain the currency of said list.

Article VII, Section 6 (c) (first paragraph) - In each contract year there shall be a bank of hours for use by the Union to conduct its business during that year. The bank shall consist of a total of one thousand (1000) hours of leave for the entire IBPO bargaining unit per contract year. Any unused bank hours shall rollover to the next contract year.

Article VII, Section 6 (c) (second paragraph) - Time used for the purposes specified in subsections (a) and (b) of this Section, or other Sections of this contract specifically providing leave with pay for union business, shall not be charged to this bank of hours. The Union shall give written notice to the Chief Court Administrator or his/her designee, ordinarily fourteen (14) days in advance, specifying the dates of release, the names of employees to be released and their work locations, and permission by the Chief Court Administrator shall not be unreasonably withheld. Time off under this Section shall be granted in no less than half-day two hour units only. No more than two employees from the same judicial district (three employees in judicial districts with more than 50 bargaining unit employees) shall be granted time off under this Section at the same time unless otherwise mutually agreed.

Article VII, Section 7 - One Judicial Branch employee serving as a member of the Executive Board of IBPO Local 731 shall be eligible for a full-time leave of absence for the purpose of conducting union business. The employee taking such leave shall receive wages and benefits as if he/she were a permanent full-time employee of the Judicial Branch subject to cash reimbursement by the Union to the state of one hundred percent of the cost of all wages and all benefits of said employee. Unless otherwise agreed, the reimbursements shall be paid on a quarterly basis. Upon cessation of this leave, the Branch shall offer said employee a position

within the ~~Division~~ District from which he/she came equal to the former position in pay and benefits at the rates in force at the time of return from such leave. Such position shall be within reasonable commuting distance of the employee's home. If no vacancy exists, one may be obtained by invoking Article XIV (Reduction in Force) of the collective bargaining agreement.

Article VII, Section 8 - New employees. The Employer will provide each new employee with a copy of the collective bargaining agreement then in force and will furnish such employee with the name(s) of his/her steward(s). The Judicial Branch shall provide the Union with a list of new employees and their work locations within a reasonable period of time after they are hired. The Union shall be guaranteed access to new hires prior to the completion of their training at the Judicial Marshal Academy.

STATE OF CONNECTICUT
JUDICIAL BRANCH

Brian Clemens

Date: February 4, 2016

INTERNATIONAL BROTHERHOOD OF
POLICE OFFICERS - LOCAL 731

[Signature]

Date: 2/4/16

STATE OF CONNECTICUT JUDICIAL BRANCH

and


INTERNATIONAL BROTHERHOOD OF POLICE OFFICERS LOCAL 731 (IBPO)

Tentative Agreement Reached February 4, 2016

CHANGES TO ARTICLE XIII, SECTION 4

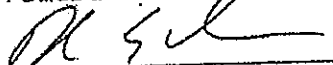
Article 13, Sec. 4. *Super-seniority* – The four members of the Union Executive Board, and any Union Vice Presidents who are in their second (or subsequent) term of office, shall have top seniority for purposes of layoff and recall only.

STATE OF CONNECTICUT
JUDICIAL BRANCH



Date: 2/11/16

INTERNATIONAL BROTHERHOOD OF
POLICE OFFICERS – LOCAL 731



Date: 2/11/16

STATE OF CONNECTICUT JUDICIAL BRANCH

and

INTERNATIONAL BROTHERHOOD OF POLICE OFFICERS LOCAL 731 (IBPO)

Tentative Agreement Reached February 4, 2016

CHANGES TO ARTICLE XIII, SECTION 2

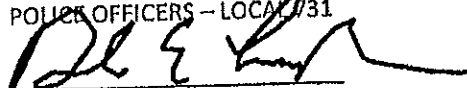
Article 13, Sec. 2. *Breaks in seniority.* Seniority shall be deemed broken by termination of employment caused by resignation, dismissal or retirement; or layoff of more than twelve (12) months. Seniority shall not be lost, penalized or broken by vacation, sick time, temporary lay off, suspension, approved leave of absence or any other leave authorized by this agreement, provided seniority shall not continue to accrue after twelve (12) continuous months of leave or absence for any reason. Seniority within the bargaining unit (but not length of service for purposes of determining paid leave benefit or accrual) shall be broken after twelve (12) consecutive months outside the bargaining unit due to transfer or promotion to another Judicial Branch position.

STATE OF CONNECTICUT
JUDICIAL BRANCH



Date: 2/11/16

INTERNATIONAL BROTHERHOOD OF
POLICE OFFICERS - LOCAL 731



Date: February 11, 2016

STATE OF CONNECTICUT JUDICIAL BRANCH

and

INTERNATIONAL BROTHERHOOD OF POLICE OFFICERS LOCAL 731 (IBPO)

Tentative Agreement Reached February 4, 2016

CHANGES TO ARTICLE XII, SECTION 4

Article 12, Sec. 4 - *Discipline of probationary employee.* Notwithstanding any other provisions of this Article, the Employer may impose any type of disciplinary action on probationary employees in their initial probationary period; such action shall not be grievable or arbitrable.

STATE OF CONNECTICUT
JUDICIAL BRANCH

Brian Clum

Date: 2/11/16

INTERNATIONAL BROTHERHOOD OF
POLICE OFFICERS - LOCAL 731

PH 5

Date: 2/11/16

Contract Extension Agreement -- July 1, 2016

IBPO Local 731 and State of Connecticut Judicial Branch

The State of Connecticut Judicial Branch and the International Brotherhood of Police Officers (IBPO) Local 731 are parties to a collective bargaining agreement expiring by its terms on June 30, 2016.

Pursuant to Conn. Gen. Stat. Sec. 5-278a, in the event an agreement expires before a new agreement has been approved by the employee organization, the employer representative and the legislature, certain provisions shall remain in effect until such time as a new agreement is reached and approved in accordance with Conn. Gen. Stat. Sec. 5-278a, and certain other provisions shall not remain in effect.


Accordingly, the parties agree that the following provisions of said collective bargaining agreement shall not remain in effect after June 30, 2016:

- (1) general wage increases
- (2) annual increments
- (3) top step bonuses


Unless specifically referenced above, all other provisions of said collective bargaining agreement shall remain in effect in accordance with their terms until a new agreement is reached and approved in accordance with Conn. Gen. Stat. Sec. 5-278.

This interim contract extension agreement shall continue in force until such time as a successor agreement is approved by the employee organization, the employer representative and the legislature, or until discontinued by agreement of the parties.

In witness whereof the parties have authorized their representatives to affix their signatures on the dates set forth below.



For the Judicial Branch



Daniel E. Livingston, Counsel
For the Union

9/26/16

Date

9/22/2016

Date

STATE OF CONNECTICUT JUDICIAL BRANCH

and

INTERNATIONAL BROTHERHOOD OF POLICE OFFICERS LOCAL 731 (IBPO)

Tentative Agreement Reached January 17, 2017

On January 17, 2017, the parties agreed to mutually withdraw all proposals to Article 17, which is therefore now agreed upon language as appeared in the prior agreement.

STATE OF CONNECTICUT
JUDICIAL BRANCH



Date: 3/9/17

INTERNATIONAL BROTHERHOOD OF
POLICE OFFICERS - LOCAL 731



Date: 3/9/17

STATE OF CONNECTICUT JUDICIAL BRANCH

and

INTERNATIONAL BROTHERHOOD OF POLICE OFFICERS LOCAL 731 (IBPO)

Tentative Agreement Reached January 17, 2017

On January 17, 2017, the parties agreed to withdraw the following proposals:

Article 19, Section 2(b) – Union Proposal #34

Article 21, Section 7 – Management Proposal #22

Article 29, Section 7(b) – Union Proposal #48

Article 29, Section 14 – Management Proposal #29

Article 33, New Sec. 8 – Management Proposal #31

**The Union has two active (open) proposals concerning Article 21 - Union Proposal #35 and #36.*

STATE OF CONNECTICUT
JUDICIAL BRANCH



Date: 3/27/17

INTERNATIONAL BROTHERHOOD OF
POLICE OFFICERS – LOCAL 731



Date: 3-27-17

STATE OF CONNECTICUT JUDICIAL BRANCH

and

INTERNATIONAL BROTHERHOOD OF POLICE OFFICERS LOCAL 731 (IBPO)

Tentative Agreement Reached March 9, 2017

On March 9, 2017, the parties agreed to the following:

- Article 8, Section 7 -- Subsection (b) shall be amended as follows:

(b) The parties shall utilize a panel of four (4) mutually agreed upon arbitrators. Upon withdrawal of agreement to a particular arbitrator by either party, the parties will mutually agree on a replacement. Unless the parties agree to the contrary for a particular case, the Arbitration Protocol set forth as Appendix [X] to the agreement the following procedures will apply:

- ~~(i) The arbitrator shall be selected by rotation in alphabetical order from the panel of arbitrators.~~
- ~~(ii) If the arbitrator is not available to schedule a hearing within sixty (60) days of the receipt of the submission, the next arbitrator in rotation who is available shall be selected.~~
- ~~(iii) Upon withdrawal of agreement to a particular arbitrator by either party, the parties will mutually agree on a replacement.~~

This change, along with the execution of the Protocol referenced above, resolves Union Proposal # 7 and Branch Proposal #2.

- Article 28, Section 3 – Payable with the second July paycheck, the Judicial Branch shall provide \$100 per contract year to Judicial Marshals and Lead Judicial Marshals to apply toward the cost of work shoes that meet the employer's standards.
 - The Union has also proposed amending Article 28, Section 3 to include a \$1,000 per year stipend "for the care and cleaning of uniform clothing items provided by the Branch." Union Proposal #47. *Union #47 remains an open issue with respect to the Union's cleaning stipend proposal therein.*
- The parties have agreed that provisions in the CBA specific to JSOs or dependent on there being JSO positions in the bargaining unit shall be deleted. In the Appendix of the successor collective bargaining agreement between the parties, there shall be language added indicating that if any Judicial Security Officer position is restored, all contract

language contained within the prior agreement (July 1, 2011 – June 30, 2016) concerning Judicial Security Officers will become active contract language and govern the terms and conditions of employment of any future Judicial Security Officer(s), unless modified by agreement of the parties. This agreement resolves Management Proposals ## 8, 23 and 30.

- The parties have agreed that provisions in the CBA specific to 24 hour lockups or dependent on there being 24 hour lockup facilities covered by employees in the bargaining unit shall be deleted. In the Appendix of the successor collective bargaining agreement between the parties, there shall be language added indicating that in the event that any of the 24-hour lockups are restored, all contract language contained within the prior agreement (July 1, 2011 – June 30, 2016) concerning the 24-hour lockups will become active contract language, as modified by the partial TA reached 12/10/16, or unless modified by agreement of the parties. In light of the lockups being closed, the Union Proposal # 20 to the extent it deals with lockups, and Union Proposal #26, shall be deemed resolved.

- **Article XXXII, Safety** shall be resolved as follows:

Section 1. The Employer is receptive to all recommendations regarding improvement of apparently unsafe or unhealthy conditions. Once the Employer determines that an unsafe or unhealthy condition exists, it will attempt to alleviate or otherwise remedy the condition. In the event there is a disagreement regarding whether an unsafe or unhealthy condition exists, the Union and the Employer will attempt to resolve it informally. If an employee is required to perform some duty or task under an unsafe condition which in fact presents a clear, present, and substantial danger of physical harm the employee may refuse to perform the duty or task pending the immediate and expedited communication of the unsafe condition through the chain of command.

Section 2. Disputes over unsafe or unhealthy working conditions shall be processed expeditiously through the Labor Department for compliance with CONN-OSHA or otherwise with the Statewide Labor Management Advisory Committee, but shall not be subject to the grievance procedure.

Section 3. First aid kits shall be available at each facility.

Section 4. The appropriate applications of this Article the Section, including disputes on operating unsafe vehicle or equipment, shall be discussed by the Statewide Labor Management Advisory Committee.

This resolves Union Proposals ## 49 and 50.

- Appendix 4 (Appendix # subject to reorganization) -- The Judicial Branch and the Union agree to the following (which resolves Union Proposals ## 51&52):
 - a. The assignment as Field Training Officer (FTO) shall be made available to all full time permanent Judicial Marshals who (i) meet the minimum qualifications of Lead Judicial Marshal and; (ii) have not received an overall unsatisfactory annual performance evaluation or a rating of less than "I" in any individual performance element (that is, any individual performance element with the majority of performance expectations rated "N" is considered an overall rating of "N" for that performance element).
 - b. Nothing in this agreement shall preclude the Judicial Branch from exercising its rights and prerogatives as they pertain to the selection process including but not limited to evaluating the suitability of each candidate's ability to perform the duties of an FTO based on demonstrated performance as a Judicial Marshal with additional emphasis placed on each of the following areas: knowledge of current Judicial Branch and Judicial Marshal Policies and Procedures; above average interpersonal skills; above average oral and written communication skills; considerable ability to follow oral and written instructions; ability to think and act quickly in an emergency with judgment and discretion.
 - c. Such assignment shall be considered a voluntary assignment. The Judicial Marshal assigned as an FTO will remain so assigned for that District until such time as he/she has implemented the FTO program for at least one group of new hire(s) to that District, but for not less than 18 months. The FTO may be relieved from FTO duty voluntarily upon written request. Furthermore, the FTO will be evaluated every six months on the areas cited in (b) above on the basis of "satisfactory" or "unsatisfactory" and may be relieved at this time should any area be rated unsatisfactory. Such removal shall not be considered disciplinary in nature. The 18 month period of time shall be termed a Training Cycle. No individual shall serve more than two consecutive training cycles. In the event there are not other qualified applicants for the FTO assignment, this restriction may be waived by mutual agreement.
 - d. That any Judicial Marshal assigned as an FTO, shall complete the Field Training Officer program developed by the Judicial Branch prior to beginning their duties.
 - e. That each Judicial Marshal assigned as an FTO shall: (i) personally perform the field training; (ii) personally complete appropriate training documentation; (iii) receive *two (2) hours* of compensatory time for each day they are assigned and actually perform the functions of an FTO, provided they work

the majority of their scheduled work day as verified by their Chief Judicial Marshal. Example: Scheduled work day of 8 hours, employee must be at work a minimum of 4 hours.

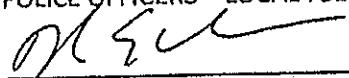
- f. That each FTO is responsible for the trainee assigned to them but shall not be subject to discipline for acts committed by trainee, unless such acts are a direct result of gross negligence on the part of the FTO in the performance of his training function or in his evaluation of the trainee.
 - g. That each FTO shall be provided with an "FTO" pin which they will be authorized to wear on their uniform for the duration of their assigned Training Cycle.
- The parties will examine and reorganize the Appendix of the collective bargaining agreement as appropriate.

STATE OF CONNECTICUT
JUDICIAL BRANCH



Date: 3/27/17

INTERNATIONAL BROTHERHOOD OF
POLICE OFFICERS - LOCAL 731




Date: 3-27-17

Arbitration Protocol

1. The parties will meet bi-monthly to discuss all grievances that have been submitted to arbitration. The purposes of such meeting, are: (a) To categorize grievances in accordance with this agreement; (b) to schedule grievances for hearing dates in accordance to this agreement; and (c) to resolve matters that can be resolved. Participants in the meeting will be chosen by the respective parties to maximize the likelihood of achieving the purposes of the meeting, but shall not exceed three (3) per party unless otherwise mutually agreed.
2. Using the panel of arbitrators selected in accordance with the CBA, the parties will schedule at least six (6) dates per year on a rolling basis at least 60 days in advance. The intention is to use all those dates if possible unless no matters are pending. The further intention of the processes set forth in this agreement is to eliminate if possible, and if not to minimize, the number of paid arbitration days which are not used by the parties as a result of settlements occurring within the arbitrator's cancellation penalty period.
3. All things being equal, the parties will schedule matters for hearing in the order in which they are submitted to arbitration. However, the parties recognize that all things often will not be equal. For that reason, some matters are assigned categorical priority as set forth below. In addition, each party may choose up to two (2) matters per year to be given prime or expedited priority regardless of their category or nature. The priorities are from lowest to highest:
 - a. Matters in which there is no alleged ongoing harm to either party, and which can be prepared for hearing with little advance notice. (Example: A layoff alleged to be out of order, member already recalled, few facts in dispute) These matters will be assigned by the parties to a "fill-in list" which will be used to cover arbitration dates available from late settlements, or because there are no higher priority matters.
 - b. Matters in which there is no substantial alleged ongoing harm to either party, but which cannot be prepared for hearing with little advance notice. (Example: A layoff alleged to be out of order, member already recalled, numerous facts in dispute; or discipline short of discharge)
 - c. Matters in which there is substantial alleged ongoing harm to either party. (Examples: Discharge cases, contract interpretation cases with ongoing alleged violations and significant financial implications.)
 - d. Matters which either party has assigned high priority status (limit of 2 per party per contract year).
4. By the time of assignment of category, the parties will endeavor to become familiar enough with the facts of the matter and with the strengths and weaknesses of their position to have productive settlement discussions. (The parties recognize that some cases may require additional preparation for such discussions, and they may need to revisit such discussions at a later regular meeting).

-TA Resolves Issue #53-


IBPO



STATE OF CONNECTICUT JUDICIAL BRANCH

and

INTERNATIONAL BROTHERHOOD OF POLICE OFFICERS LOCAL 731 (IBPO)

Tentative Agreements April 3, 2017

Withdrawals

Article 8, Section 12 – Union Proposal # 8 and Management Proposal #3, #4

Article 8, Section 13 – Union Proposal #9

Article 9, Section 2 – Union Proposal #10 and Management Proposal #5 (*Article 9, Section 2 has been modified by agreement of the parties as indicated below)

Article 10, Section 1 – Union Proposal #11

Article 10, Section 2(b) – Union Proposal #12

Language Modifications

Article 9 - Probationary Period - Section 2 – CDL training will be provided to new employees as part of the training academy, and the Judicial Branch will pay the cost of obtaining and maintaining the CDL, to the extent that it exceeds the cost of a regular driver's license. If due to circumstances beyond its control, the Branch is unable to schedule CDL testing prior to completion of the training academy, the parties will meet to discuss the best way to accomplish the goals of this section under the particular circumstances.

STATE OF CONNECTICUT
JUDICIAL BRANCH



Date: April 3, 2017

INTERNATIONAL BROTHERHOOD OF
POLICE OFFICERS - LOCAL 731



Date: 4/3/2017

STATE OF CONNECTICUT JUDICIAL BRANCH

and

INTERNATIONAL BROTHERHOOD OF POLICE OFFICERS LOCAL 731 (IBPO)

Tentative Agreement Reached May 19, 2017

Section 15.4. Facility / Transportation Assignments. The employer shall solicit annually written expressions of interest, in rank order, in assignment to a particular facility within the district, or assignment into or out of the Central Transportation Unit (CTU), to become effective on the first day of the pay period that includes July 1. Each full time employee shall indicate in writing his or her preference for facility or CTU assignment, even if it is to remain in his or her current facility or CTU.

(a) When making annual assignments into or out of the CTU, seniority among employees with CDLs will be the controlling factor except in compelling circumstances or in the case of an employee having received discipline more serious than a letter of reprimand within 6 months of the reassignment decision. With respect to other assignments of temporary duration (i.e. between yearly bids) within the district, either into or out of the CTU, such expressions of interest will be considered. Reassignment decisions under this paragraph will not be subject to the grievance procedure unless such decisions are arbitrary or capricious.

(b) Transportation duties will be assigned to Marshals in the district where the van starts and ends the day. To ensure coverage for daily assignment shortages, management will assign the least senior employee not currently assigned to transportation when practicable. The assignment of employees under this paragraph will not be subject to the grievance/arbitration process. If practicable, management will ask for volunteers to cover the assignment from a shift and location determined by management.

(c) When making annual assignments to facilities, seniority shall govern, subject to pre-defined requirements (e.g. CDL on particular shifts) and other legitimate operational issues, as determined by management, which shall be disclosed to the union. The union may

grieve and if necessary arbitrate a pattern of departures from seniority in making annual assignments under this paragraph without legitimate operational need. In situations where extenuating circumstances have created an operational deficiency requiring the filling of a facility assignment (for example, resignation, leaves of absence) outside of the bid period, the Chief shall make a temporary assignment, taking into consideration employee preferences expressed in the last annual bid, pending completion of the next bid period.

Section 16.2.

(b) **Shift Assignments.** Employees will bid annually on shift times established in the facility to which they are assigned, such shift assignments to become effective on the first day

of the pay period that includes July 1. Those shifts with a start or end time established to cover the transportation function for that district shall be open only to employees the Chief has determined will be assigned to the transportation post. Shifts will be assigned by facility and seniority. In situations where extenuating circumstances have created an operational deficiency requiring the filling of a shift (for example, resignation, leaves of absence) outside of the bid period, the Chief shall make a temporary assignment, taking into consideration employee preferences expressed in the last annual bid, pending completion of the next bid period.

STATE OF CONNECTICUT
JUDICIAL BRANCH

Brian Belmont

Date: 6/9/17

INTERNATIONAL BROTHERHOOD
OF POLICE OFFICERS - LOCAL 731

DLR

Date: June 9, 2017

STATE OF CONNECTICUT JUDICIAL BRANCH

and

INTERNATIONAL BROTHERHOOD OF POLICE OFFICERS LOCAL 731 (IBPO)

Tentative Agreement Reached June 7, 2017

Article 12, Section 3:

In second paragraph, change "grievable" to "arbitrable," and add "transfer or" before the word "promotion."

Article 13, Section 3:

After the phrase "seniority list," add the words "in each Judicial District," and change "from time to time as changes occur" to read "each January and July thereafter."

Article 15, Section 2(c) and (d):

Revise (c) to read in its entirety: "When the Employer has determined that a position will be filled in a bargaining unit classification, except in compelling circumstances, the position will be filled on the basis of seniority by any bargaining unit member in that classification who has filed a request for transfer to the location of the position to be filled in accordance with this article prior to making any new hiring decisions for such locations." Delete (d) entirely.

Article 15, Section 4:

See draft TA reached on May 19, 2017.

Article 15, Section 5:

Change "one hundred eighty (180) days" to read "three hundred sixty-five (365) days," and add the following sentence at the end of the paragraph: "Temporary service under this paragraph shall not be considered for the purpose of meeting the minimum service requirements for promotion."

Article 15, Section 6:

Add the following sentence: "If there are employees who have taken and passed the test for the higher classification, any such assignment shall be made from among those employees."

Article 16, Section 2(b):

See draft TA reached on May 19, 2017.

Article 21, Section 4(d):

Change "five (5) days" to read "ten (10) days."

Article 25, Section 2(a) and (b):

Add the following sentence at the end of both sections: "The term "medical reason" does not include drug use that is illegal under state law."

STATE OF CONNECTICUT
JUDICIAL BRANCH

Brian Clumors

Date: June 9, 2017

INTERNATIONAL BROTHERHOOD
OF POLICE OFFICERS - LOCAL 731

DLR

Date: June 9, 2017

STATE OF CONNECTICUT JUDICIAL BRANCH

and

INTERNATIONAL BROTHERHOOD OF POLICE OFFICERS LOCAL 731 (IBPO)

Tentative Agreement Reached June 7, 2017

Article 18, NEW Sec. 3(c). In considering requests for vacation submitted by February 1st in a district with 30 or more Marshals, the Judicial Branch shall grant a Judicial Marshal's request for vacation unless more than ten (10) percent of the judicial marshals in the District where said Judicial Marshal works have already been granted vacation for the same time.

Article 27, Sec. 2. Bargaining unit employees who have not successfully completed their initial probationary period shall not be eligible for promotion to other bargaining unit positions. All employees applying for promotion must successfully complete all pre-employment requirements, including medical requirements and background checks of the promotional position. The Branch will include the testing requirement for Lead Judicial Marshals in postings for that position.

Article 15 NEW Section 2(c) [and old (c) becomes (d)]: *Exchanging of shifts and flexible shifts.* Employees working in same facility may exchange shifts provided:


- i. *The shift exchange involves shifts occurring on the same day.*
- ii. *No additional cost to the Branch*
- iii. *The employee's supervisor is given reasonable notice and approves swap*
- iv. *The Branch is not responsible for enforcing agreements between employees*
- v. *Approval of shift changes is subject to revocation as dictated by the department needs*

Nothing herein shall preclude a supervisor from approving the use of flexing shifts as permitted by Judicial Branch Policy #502.

STATE OF CONNECTICUT
JUDICIAL BRANCH

INTERNATIONAL BROTHERHOOD
OF POLICE OFFICERS - LOCAL 731





Date: 6/14/17

Date: 6/16/2017

STATE OF CONNECTICUT JUDICIAL BRANCH
and
INTERNATIONAL BROTHERHOOD OF POLICE OFFICERS LOCAL 731 (IBPO)

Tentative Agreement Reached June 16, 2017

Article 25, Section 2. *Failure to meet CDL requirement.* A Judicial Marshal who has never held a valid CDL with required endorsements since December 1, 2000 shall not progress beyond Step 2 of the Judicial Marshal salary scale (if he/she was classified as a Judicial Marshal 1 under the 2002-2004 agreement) or Step 4 of the Judicial Marshal salary scale (if he/she was classified as a Judicial Marshal 2 under the 2002-2004 agreement) unless and until he/she obtains and maintains a valid CDL with required endorsements, except as provided in (d) below.

(a) A Judicial Marshal who has held a valid CDL with required endorsements for some period of time since December 1, 2000 and whose license has been revoked, not renewed, or otherwise relinquished for reasons other than a documented medical reason shall not progress on the Judicial Marshal salary scale (or shall revert to Step 4 if he/she has progressed to a higher step) unless and until he/she obtains and maintains a valid CDL with required endorsements, in which case he/she shall resume step advancement at his/her next annual increment date.

(b) A Judicial Marshal who has held a valid CDL with required endorsements for some period of time since December 1, 2000 and whose license has been revoked, not renewed, or otherwise relinquished because of a documented medical reason shall progress through the Judicial Marshal salary scale without regard to the CDL requirement.

(c) A Judicial Marshal who successfully completed probation before a valid CDL with required endorsements was a condition of doing so, who does not have a valid CDL with required endorsements as of June 30, 2007 and has therefore been denied one or more annual increments pursuant to the terms of prior agreements between the parties, but who on or after July 1, 2007 obtains and maintains a valid CDL with required endorsements, shall resume step advancement at his/her next annual increment date.

(d) A Judicial Marshal who successfully completed probation before a valid CDL with required endorsements was a condition of doing so, and who applied for a CDL between December 1, 2000 and July 1, 2007 but such application was rejected by the DMV for a documented medical reason, shall be placed on the same step of the Judicial Marshal salary scale that he/she would have attained if he/she had obtained a valid CDL with required endorsements on the date the rejection was issued, such placement to be effective on the day after he/she presents proof of such rejection, and shall resume step advancement at his/her next annual increment date.

(e) As used in this Section 1, a "documented medical reason" shall mean a reason that has caused the DMV to revoke or fail to renew the Judicial Marshal's CDL, and that is documented to the reasonable satisfaction of the Employer, including receipt of a copy of the DMV determination and any supporting documentation. References to Step 4 shall mean the third step below the maximum step in the event of a change in the current seven-step schedule. The term "medical reason" does not include drug use that is illegal under state law.

STATE OF CONNECTICUT
JUDICIAL BRANCH

INTERNATIONAL BROTHERHOOD
OF POLICE OFFICERS - LOCAL 731

Brian Clements
Date: 6/16/17

[Signature]
Date: 6/16/2017

MEMORANDUM OF AGREEMENT
Between
THE STATE OF CONNECTICUT JUDICIAL BRANCH
And
THE INTERNATIONAL BROTHERHOOD OF POLICE OFFICERS
UNION LOCAL 731
RE: OBJECTIVE JOB EVALUATION STUDY

1. The parties agree that the classifications of Judicial Marshal and Lead Judicial Marshal will be studied through an objective job evaluation process utilizing the services of a mutually agreed upon consultant, who will be employed under an agreement acceptable to the consultant, the Union, and the Branch.
2. The purpose of the study will be to analyze the work of those two classes, and to recommend the allocation of those classes to appropriate salary ranges.
3. The study will be conducted during FY 2020, and the consultant's recommendation will be taken into consideration in negotiations between the parties over the successor agreement to the 2016-2021 contract.
4. The consultant will consider only comparable classifications in Connecticut state government, and courtroom officer positions performing functions similar to Judicial Marshal and Lead Judicial Marshal in contiguous states, unless otherwise mutually agreed.
5. The parties will share the cost of the study equally, except that the Judicial Branch's share of the cost shall not exceed \$10,000.

STATE OF CONNECTICUT
JUDICIAL BRANCH

INTERNATIONAL BROTHERHOOD
OF POLICE OFFICERS - LOCAL 731

Brian Clement

[Signature]

Date: 6/16/17

Date: 6/16/2017

STATE OF CONNECTICUT JUDICIAL BRANCH
and
INTERNATIONAL BROTHERHOOD OF POLICE OFFICERS LOCAL 731
(IBPO)

Tentative Agreement Reached June 16, 2017

Article XXV - Compensation - Section 1 (c) - Change to Section 1 (d) "At the end of the probationary period employees Judicial Marshals who meet all necessary qualifications will advance to Step 3 2 of the Judicial Marshal schedule. This advancement is not an annual increment, but is in lieu of their next scheduled annual increment. ~~With the exception of Judicial Security Officers promoted to Judicial Marshal, Judicial Marshals hired after 7/1/11 shall be advanced to step 2 of the Judicial Marshal schedule. Judicial Security Officers so promoted will continue to advance to step 3 in accordance with the above language. This advancement is not an annual increment, but is in lieu of their next scheduled annual increment. The savings that accrue from this agreed upon change will be used to increase the amount of the current top step bonus (referenced in "d" below) equally among bargaining unit members eligible for such bonus. The Judicial Branch will determine the dollar amount of the actual savings only after such advancements have occurred. Not later than 30 days prior to a scheduled payment, the Branch will notify the union of any increase to the existing top step bonus that results from this new advancement procedure. The first top step adjustment made under this new procedure shall occur with the payments scheduled for January 1, 2014.~~"

[Note: This tentative agreement is related to and contingent upon another tentative agreement increasing the top step bonus, to be reflected in an email exchange of even date herewith.]

STATE OF CONNECTICUT
JUDICIAL BRANCH

Brian Clements

Date: 6/16/17

INTERNATIONAL BROTHERHOOD
OF POLICE OFFICERS - LOCAL 731

[Signature]

Date: 6/16/2017

The parties agree to revise their collective bargaining agreement as follows:

1. Effective 7/1/2017.

Article 28, Sec. 3 -- Add \$100 for the care and cleaning of uniform clothing items provided by the Branch.

STATE OF CONNECTICUT
JUDICIAL BRANCH

Brian Clemente

Date: 6/17/~~16~~ 17
BC

INTERNATIONAL BROTHERHOOD OF
POLICE OFFICERS - LOCAL 731

Debra

Date: 6/16/2017

**IBPO COST SHEET
JUDICIAL BRANCH**

FY	ITEM	Funds Necessary to Implement the Entire Collective Bargaining Agreement	Costs Included in the Current Service Request	New Costs Associated with Tentative Agreement
FY 2017				
	EXISTING PAYROLL	28,706,458	28,706,458	
	EXISTING OCT 16 AND APRIL 17 LONGEVITY	414,834	414,834	
	CHANGE TO SHOE ALLOWANCE-INCREASING \$50	56,000	28,000	28,000
	TOTAL COSTS	29,177,292	29,149,292	28,000
FY 2018				
	EXISTING PAYROLL	28,706,458	28,706,458	
	EXISTING OCT 17 LONGEVITY PYT	205,862	205,862	
	CHANGE TO SHOE ALLOWANCE-INCREASING \$50	56,000	28,000	28,000
	NEW CLEANING ALLOWANCE	56,000		56,000
	NEW FURLOUGH	(331,228)	-	(331,228)
	TOTAL COSTS	28,693,092	28,940,320	(247,228)
FY 2019				
	EXISTING PAYROLL	28,706,458	28,706,458	
	EXISTING OCT 18 AND APRIL 19 LONGEVITY	414,834	414,834	
	CHANGE TO SHOE ALLOWANCE-INCREASING \$50	56,000	28,000	28,000
	NEW CLEANING ALLOWANCE	56,000		56,000
	EXISTING APRIL FY 18 LONGEVITY PYT	208,972		208,972
	NEW ONE TIME PAYMENT	1,117,500		1,117,500
	TOTAL COSTS	30,559,764	29,149,292	1,410,472
FY 2020				
	EXISTING PAYROLL	28,706,458		28,706,458
	EXISTING OCT 19 AND APRIL 20 LONGEVITY PYT	414,834		414,834
	NEW 3.5% GENERAL WAGE INCREASE	970,131		970,131
	NEW ANNUAL INCREMENTS -JULY	138,415		138,415
	NEW ANNUAL INCREMENTS-JANUARY	143,914		143,914
	NEW MAXIMUM STEP LUMP SUM	132,725		132,725
	NEW CLEANING ALLOWANCE	56,000		56,000
	CHANGE TO SHOE ALLOWANCE-INCREASING \$50	56,000		56,000
	OBJECTIVE JOB EVALUATION STUDY	10,000		10,000
	TOTAL COSTS	30,628,477	0	30,628,477
FY 2021				
	EXISTING PAYROLL	28,706,458		28,706,458
	NEW FY2020 3.5% GENERAL WAGE INCREASE	970,131		970,131
	NEW FY2020 ANNUAL INCREMENTS -JULY	138,415		138,415
	NEW FY2020 ANNUAL INCREMENTS-JANUARY	143,914		143,914
	NEW FY2020 MAXIMUM STEP LUMP SUM	132,725		132,725
	EXISTING OCT 20 AND APRIL 21 LONGEVITY PYT	414,834		414,834
	NEW 3.5% GENERAL WAGE INCREASE	1,032,823		1,032,823
	NEW ANNUAL INCREMENTS -JULY	65,693		65,693
	NEW ANNUAL INCREMENTS-JANUARY	96,638		96,638
	NEW MAXIMUM STEP LUMP SUM	195,225		195,225
	NEW CLEANING ALLOWANCE	56,000		56,000
	CHANGE TO SHOE ALLOWANCE-INCREASING \$50	56,000		56,000
	TOTAL COSTS	32,008,856	0	32,008,856

STATE OF CONNECTICUT
JUDICIAL ADMINISTRATIVE SERVICES
PAYROLL MANAGEMENT SYSTEM
JUDICIAL MARSHALS

Bargaining Unit: 65

40.00 HOUR WEEK
EFFECTIVE JUNE 21, 2019

Includes 3.50% Increase

GRP	PER	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	AI
01	ANN	42,355.00	47,891.00	49,275.00	50,659.00	52,043.00	53,427.00	54,811.00	1,384
	BIW	1,622.80	1,834.91	1,887.94	1,940.96	1,993.99	2,047.02	2,100.04	
	DLY	162.28	183.50	188.80	194.10	199.40	204.71	210.01	
	HLX	20.2850	22.9364	23.5993	24.2620	24.9249	25.5878	26.2505	
1A	ANN	41,069.00	42,235.00	43,401.00	44,567.00	45,733.00			1,166
	BIW	1,573.53	1,618.20	1,662.88	1,707.55	1,752.23			
	DLY	157.36	161.82	166.29	170.76	175.23			
	HLX	19.6691	20.2275	20.7860	21.3444	21.9029			
03	ANN	53,153.00	54,955.00	56,757.00	58,559.00	60,361.00	62,163.00	63,965.00	1,802
	BIW	2,036.52	2,105.56	2,174.60	2,243.64	2,312.69	2,381.73	2,450.77	
	DLY	203.66	210.56	217.46	224.37	231.27	238.18	245.08	
	HLX	25.4565	26.3195	27.1825	28.0455	28.9086	29.7716	30.6346	
98	ANN	42,411.00	43,755.00	45,099.00					1,344
	BIW	1,624.95	1,676.44	1,727.94					
	DLY	162.50	167.65	172.80					
	HLX	20.3119	20.9555	21.5993					
99	ANN	50,832.00							
	BIW	1,947.59							
	DLY	194.76							
	HLX	24.3449							

STATE OF CONNECTICUT
JUDICIAL ADMINISTRATIVE SERVICES
PAYROLL MANAGEMENT SYSTEMPAGE: 2
RUN DATE: 06/05/2017

Bargaining Unit: 65

40.00 HOUR WEEK WITH NIGHT SHIFT DIFFERENTIAL
EFFECTIVE JUNE 21, 2019Shift Differential: 0.8000
Includes 3.50% Increase

GRP	PER	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	AI
01	ANN	44,019.00	49,555.00	50,939.00	52,323.00	53,707.00	55,091.00	56,475.00	1,384
	BITW	1,686.80	1,898.91	1,951.94	2,004.96	2,057.99	2,111.02	2,164.04	
	DLY	168.68	189.90	195.20	200.50	205.80	211.11	216.41	
	HTLY	21.0850	23.7364	24.3993	25.0620	25.7249	26.3878	27.0505	
1A	ANN	42,733.00	43,899.00	45,065.00	46,231.00	47,397.00			1,166
	BITW	1,637.53	1,682.20	1,726.88	1,771.55	1,816.23			
	DLY	163.76	168.22	172.69	177.16	181.63			
	HTLY	20.4691	21.0275	21.5860	22.1444	22.7029			
03	ANN	54,817.00	56,619.00	58,421.00	60,223.00	62,025.00	63,827.00	65,629.00	1,802
	BITW	2,100.52	2,169.56	2,238.60	2,307.64	2,376.69	2,445.73	2,514.77	
	DLY	210.06	216.96	223.86	230.77	237.67	244.58	251.48	
	HTLY	26.2565	27.1195	27.9825	28.8455	29.7086	30.5716	31.4346	
98	ANN	44,075.00	45,419.00	46,763.00					1,344
	BITW	1,688.95	1,740.44	1,791.94					
	DLY	168.90	174.05	179.20					
	HTLY	21.1119	21.7555	22.3993					
99	ANN	52,496.00							
	BITW	2,011.59							
	DLY	201.16							
	HTLY	25.1449							

....."The Annual Salary for each pay group and step is for illustration purposes only and is not meant to be the actual annual salary for the pay group and step."

STATE OF CONNECTICUT
JUDICIAL ADMINISTRATIVE SERVICES
PAYROLL MANAGEMENT SYSTEM
JUDICIAL MARSHALS

Bargaining Unit: 65

40.00 HOUR WEEK
EFFECTIVE JUNE 19, 2020

Includes 3.50% Increase

GRP	PER	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	AI
01	ANN	43,838.00	49,570.00	51,003.00	52,436.00	53,869.00	55,302.00	56,735.00	1,433
	BITW	1,679.62	1,899.24	1,954.14	2,009.05	2,063.95	2,118.86	2,173.76	
	DLY	167.97	189.93	195.42	200.91	206.40	211.89	217.38	
	HLX	20.9353	23.7405	24.4268	25.1131	25.7994	26.4858	27.1720	
1A	ANN	42,507.00	43,714.00	44,921.00	46,128.00	47,335.00			1,207
	BITW	1,628.63	1,674.87	1,721.12	1,767.36	1,813.61			
	DLY	162.87	167.49	172.12	176.74	181.37			
	HLX	20.3579	20.9359	21.5140	22.0920	22.6701			
03	ANN	55,014.00	56,880.00	58,746.00	60,612.00	62,478.00	64,344.00	66,210.00	1,866
	BITW	2,107.82	2,179.32	2,250.81	2,322.30	2,393.80	2,465.29	2,536.79	
	DLY	210.79	217.94	225.09	232.23	239.38	246.53	253.68	
	HLX	26.3478	27.2415	28.1351	29.0288	29.9225	30.8161	31.7099	
98	ANN	43,896.00	45,288.00	46,680.00					1,392
	BITW	1,681.84	1,735.18	1,788.51					
	DLY	168.19	173.52	178.86					
	HLX	21.0230	21.6898	22.3564					
99	ANN	52,612.00							
	BITW	2,015.79							
	DLY	201.58							
	HLX	25.1974							

STATE OF CONNECTICUT
JUDICIAL ADMINISTRATIVE SERVICES
PAYROLL MANAGEMENT SYSTEMPAGE: 2
RUN DATE: 06/05/2017

Bargaining Unit: 65

40.00 HOUR WEEK WITH NIGHT SHIFT DIFFERENTIAL
EFFECTIVE JUNE 19, 2020Shift Differential: 0.8000
Includes 3.50% Increase

GRP	PER	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	AI
01	ANN	45,502.00	51,234.00	52,667.00	54,100.00	55,533.00	56,966.00	58,399.00	1,433
	BITW	1,743.62	1,963.24	2,018.14	2,073.05	2,127.95	2,182.86	2,237.76	
	DLY	174.37	196.33	201.82	207.31	212.80	218.29	223.78	
	HLT	21.7953	24.5405	25.2268	25.9131	26.5994	27.2858	27.9720	
1A	ANN	44,171.00	45,378.00	46,585.00	47,792.00	48,999.00			1,207
	BITW	1,692.63	1,738.87	1,785.12	1,831.36	1,877.61			
	DLY	169.27	173.89	178.52	183.14	187.77			
	HLT	21.1579	21.7359	22.3140	22.8920	23.4701			
03	ANN	56,678.00	58,544.00	60,410.00	62,276.00	64,142.00	66,008.00	67,874.00	1,866
	BITW	2,171.82	2,243.32	2,314.81	2,386.30	2,457.80	2,529.29	2,600.79	
	DLY	217.19	224.34	231.49	238.63	245.78	252.93	260.08	
	HLT	27.1478	28.0415	28.9351	29.8288	30.7225	31.6161	32.5099	
98	ANN	45,560.00	46,952.00	48,344.00					1,392
	BITW	1,745.84	1,799.18	1,852.51					
	DLY	174.59	179.92	185.26					
	HLT	21.8230	22.4898	23.1564					
99	ANN	54,276.00							
	BITW	2,079.79							
	DLY	207.98							
	HLT	25.9974							

....."The Annual Salary for each pay group and step is for illustration purposes only and is not meant to be the actual annual salary for the pay group and step."