



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

**ADMINISTRATIVE SERVICES DIVISION  
HUMAN RESOURCE MANAGEMENT UNIT**

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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

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

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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 17 – Compensation

#### **Section 1 and Section 2. 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, 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) per year. 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

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

*Signature Page*

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Date at Hartford, Connecticut this 19<sup>th</sup> day of June 2017.

STATE OF CONNECTICUT  
JUDICIAL BRANCH

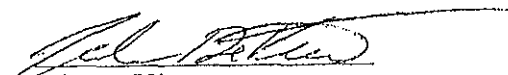


Mark Ciarcello  
Manager of Labor Relations

STATE OF CONNECTICUT JUDICIAL EMPLOYEES  
LOCAL 749

  
Charles DellaRocco  
President Local 749

AFSCME COUNCIL 4

  
John DeVito  
Staff Representative

## APPENDIX A

### Tentative Agreements

37 me  
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(page 1 - 33)

TENTATIVE AGREEMENT

BETWEEN THE STATE OF CONNECTICUT JUDICIAL BRANCH and STATE  
OF CONNECTICUT JUDICIAL EMPLOYEES LOCAL 749, AFSCME, AFL-CIO

Contract Negotiations CBA Expiration 6/30/16

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

**ARTICLE 37 - 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.

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.

**Section 2. Successor Negotiations.** Negotiations for a successor Agreement shall commence in August 2020. The parties may, by mutual agreement, commence negotiations at a different time.




For the Judicial Branch

6/20/17

Date



For the Union



6/20/17

Date

6/20/17



STATE OF CONNECTICUT JUDICIAL BRANCH AND AFSCME LOCAL 749  
TENTATIVE AGREEMENT – APPENDIX (SHIFT BIDDING)

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On June 19, 2017, the parties agreed that the Appendix would be modified as follows:

APPENDIX  
Shift Bidding

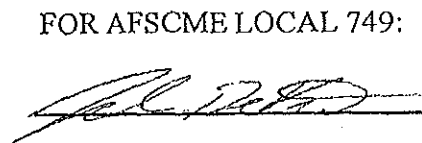
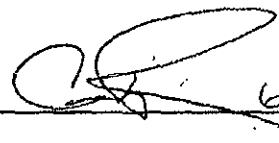
Non probationary employees in the following classes -Juvenile Detention Officer Trainee, Juvenile Detention Officer, Lead Juvenile Detention Officer and Juvenile Detention Shift Supervisor, will bid for shifts on a semi-annual basis by seniority. Such assignments will be done within each institution with seniority as the controlling factor, provided the employer retains the right to decide the number of employees assigned to a shift and the right to assure appropriate staffing of male and female Juvenile Detention Officers. The procedure for bidding on shifts is as follows:

1. Semi-annually employees will bid on shifts established in the facility to which they are assigned on that date. Shifts will be assigned by seniority within their classification defined as overall service in the classification series, including part time, from the date of hire. When employees are deemed to have equivalent seniority in class, the following shall be the method in which "ties" are broken: 1. Total Judicial Branch service 2. Total state service 3. Drawing names by lot. This definition of seniority applies only to juvenile detention shift bidding.
2. To assure staffing of male and female Juvenile Detention Officers, female Juvenile Detention Officers will bid on shifts separately from male Juvenile Detention Officers. Shifts will then be assigned by seniority within their classification as defined above.
3. A shift bid request shall be submitted by December 15<sup>th</sup> and June 15<sup>th</sup> of each year.
4. The facility superintendent shall make assignments based on the seniority bidding process and post the new work period schedule by January 15<sup>th</sup> and July 15<sup>th</sup> of each year. Management will meet with the Union upon request to discuss impacted employees prior to the commencement of the work period.
5. Employees who do not bid will remain in their current shift unless a senior employee bids for their shift.


6. All shifts will be treated as separate shifts for the purpose of time off requests.
7. Employees off duty on extended sick leave, injury leave, FMLA, or for any other reason may submit a bid for another shift, but will remain in their current assignment until the return of the absent employee from leave.
8. All transitional Juvenile Detention Officers shall be excluded from the bidding process and shall be assigned to a shift by the management. They shall remain on that shift until the first scheduled bid shift in which they are eligible to bid.
9. A vacancy that occurs during a work period on a shift to be filled by a permanent employee will first be subject to bidding within the institution on a seniority basis. Thereafter when the remaining vacancy is filled by transfer from another facility the transferring employee will be assigned to that vacancy, without regard to seniority. Said employee may exercise seniority in any future vacancies.

If legislative changes occur which could impact the schedule outlined in this Agreement(such as a closing of a detention facility), the parties agree that this Agreement may need to be modified through impact bargaining.

FOR AFSCME LOCAL 749:

  6/20/17 6/20/17  
Date

FOR THE STATE OF CONNECTICUT JUDICIAL BRANCH

 6/20/17  
Date

STATE OF CONNECTICUT JUDICIAL BRANCH AND AFSCME LOCAL 749  
TENTATIVE AGREEMENT – ARTICLE 17 COMPENSATION

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On June 19, 2017, the parties agreed that Article 17 Compensation will be modified as follows:

ARTICLE 17.  
Compensation

**Section 1. Base Salary Increases.**

- ~~(a) Effective June 19, 2009, the base annual salary of all employees shall not be increased.~~
- ~~(b) Effective June 18, 2010, the base annual salary of all employees shall be increased by 2.5%.~~
- ~~(c) Effective July 1, 2011, the base annual salary of all employees shall be increased by 2.5%.~~

**Section 2. Annual Increments.** ~~Employees will continue to be eligible for and receive annual increments during each year of this agreement in accordance with existing practice, except as specifically varied by this contract.~~

~~No annual increment will be made for contract year 2009-2010.~~

~~The annual increment will be delayed three months for contract year 2010-2011.~~

~~The annual increment will be delayed three months for contract year 2011-2012.~~

~~Effective July 1, 2010 and each year of this agreement thereafter, employees at the maximum step of the salary plan who have ceased receiving annual increments shall be eligible for a lump sum payment of seven hundred and fifty dollars (\$750). 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.~~

**Section 3. Longevity.** Employees shall continue to be eligible for longevity payments for the life of the contract in accordance with existing practice.

**Section 4. Night Shift Differential.** Employees who are regularly assigned to work shifts beginning before 6:00 a.m. or on or after 2:00 p.m., shall receive an eighty-five (85) cents per hour night shift differential.

**Section 5. Weekend Differential.**

- (a) For purposes of this section, a weekend is defined as the forty-eight (48) hour period beginning at 11:00 p.m. on Friday and ending at 11:00 p.m. on Sunday night.
- (b) Weekend differential shall be paid for working a full shift with the

majority of shift hours falling on the weekend. Weekend differential shall be paid only for hours worked and not on leave time. Eligible employees shall receive a weekend differential of eighty (80) cents per hour.

**Section 6. Additional Compensation for Work on Premium Holidays.**

(a) For purposes of this section, premium holidays are:

New Year's Day	January 1st
Memorial Day	the last Monday in May
Independence Day	July 4th
Labor Day	the first Monday in September
Thanksgiving	the fourth Thursday in November
Christmas Day	December 25th

(b) Effective on the first premium holiday following July 1, 1981, employees who are required to work on a premium holiday shall be paid at the rate of time and one-half for all hours worked on the premium holiday in addition to compensatory time for the day. Premium holiday pay will be paid for work on the dates set forth in subsection (a) even if these dates fall on a Saturday or Sunday.

(c) Premium pay shall be paid for those shifts with the majority of hours on the premium holiday. In no event will the Employer make premium payment for more than a twenty-four (24) hour period.

(d) The existing practice regarding compensation for holidays which are not premium holidays will continue.

(e) Compensatory time earned will lapse unless it is taken not later than during the third sixth month (six months for Juvenile Detention Officers, Juvenile Detention Officer Trainees, Lead Juvenile Detention Officers, Juvenile Detention Shift Supervisors and Public Defender Investigators) next succeeding the month in which it has accrued. However, with the permission of an employee's first supervisor outside the bargaining unit, earned compensatory time may be carried over for an additional period not to exceed one (1) month, if all of the following conditions have been met:

- (a) continuing job responsibilities preclude the taking of such time; and
- (b) the employee has requested such time off within two (2) weeks prior to the initial lapse date.

Requests for permission to carry over such time shall be made in a timely fashion and shall not be unreasonably withheld. All compensatory time earned or taken must be reported on the attendance report submitted to the Office of the Chief Court Administrator.

**Section 7. Daylight Savings Time.** Employees working those shifts affected by daylight savings time shall receive one additional hour of pay in the fall and one less hour of pay in the spring.

**Section 8. Tuition Reimbursement.** The Employer will allocate \$26,000 in each year of this agreement for the existing tuition reimbursement program contained in the Administrative Policies and Procedures Manual. Tuition reimbursement shall be up to a maximum of \$225.00

per credit. Unused amounts allocated for tuition reimbursement in one fiscal year shall be available in the next fiscal year.

#### **Section 9. Conference Fund.**

(a) Each year of this Agreement, the Employer shall allocate \$4000 to finance attendance at workshops, seminars, classes for certification or conferences by employees, without loss of pay or benefits. Such workshops, seminars, classes or conferences must be educational and beneficial to the employee and the Judicial Branch and shall not include steward training. A maximum of \$400 shall be allotted for any one attendance. These funds shall be used for payment of fees and/or travel expenses, including such items as meals or lodging.

(b) Every effort shall be made by the employer to allow participation. Selection of employees shall be by mutual agreement of the Union and the Branch.

(c) Upon approval of a request under this section by the Union and the employer, such request shall be forwarded to the Director of Fiscal Administration at least two (2) weeks in advance of the event.

If an employee who has had a request approved does not attend, prompt notice of cancellation shall be provided to the employer.

As soon as possible, but not more than thirty (30) days following the event, the employee shall submit a claim for reimbursement on the appropriate form and also provide required receipts to the employer.

If no claim for reimbursement has been submitted within ninety (90) days of the date a workshop, seminar or conference was scheduled, the funds committed for that activity shall be released and made available for others.

Funds committed in one fiscal year shall carry over to the next fiscal year in order to allow payment of prior year claims.

Employees who attend these activities may be requested by management to prepare reports and/or make a presentation on the events and information acquired.

**Section 10: Travel Reimbursements.** An employee who is required to travel on official state business shall be reimbursed up to the following rates, subject to the conditions outlined in the Standard Travel Regulations.

Breakfast .....	\$6.00
Lunch .....	\$8.00
Dinner.....	\$18.00
Miscellaneous (max.) .....	\$5.00
Maximum .....	\$37.00

An employee who is required to remain away from home overnight in order to accomplish the regular duties of his/her position, may be reimbursed for lodging expenses in accordance with the Standard State Travel Regulations. Advance approval must be obtained from the Office of the Chief Court Administrator.

Adjustments to the mileage reimbursement rate shall be made in accordance with the Government Services Administration (GSA) rate adjusted to the first day of the month that follows the GSA rate change.

Reasonable parking fees and tolls shall also be reimbursed when the request is accompanied by receipts.

**Section 11. Automobile Availability Fee.** For each year of this agreement, employees who are required to have a vehicle available for daily use shall receive an automobile availability payment of \$300.00. The auto availability fee shall be paid to eligible employees in the second February pay check. Eligible employees are those employees active on January 1 of the year the fee is to be paid who are required to have an automobile available for daily use. There shall be no prorating of this fee.

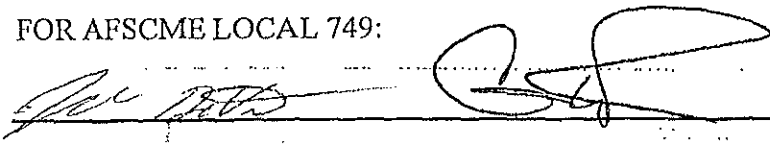
**Section 12. Juvenile Detention—WORKING CONDITIONS STIPEND**

(a) For each year of this agreement, full-time permanent bargaining unit employees regularly assigned to Juvenile Detention facilities shall receive a working conditions stipend of \$700.00.

(b) This stipend is limited to employees in the following "hazardous duty" job classes: Food Services Assistant, Food Services Coordinator, Juvenile Detention Officer Trainee, Juvenile Detention Officer, Lead Juvenile Detention Officer, Juvenile Detention Shift Supervisor, Juvenile Detention Transportation Officer, and Building Supervisors and Maintainers working in the Court Support Services Division.

(c) This stipend shall be paid to eligible employees in the second December paycheck. Eligible employees are those employees active on December 1 of the year who have successfully completed their probationary period. There shall be no prorating of this stipend.

FOR AFSCME LOCAL 749:

 6/20/17  
Date

FOR THE STATE OF CONNECTICUT JUDICIAL BRANCH

 6/20/17  
Date

STATE OF CONNECTICUT JUDICIAL BRANCH AND AFSCME LOCAL 749  
TENTATIVE AGREEMENT – ARTICLE 19 HOURS OF WORK

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On June 19, 2017, the parties agreed that Article 19 will be modified as follows:

**ARTICLE 19.**  
**Hours of Work**

**Section 1. Regular Workweek.**

(a) The regular or standard workweek is defined as the number of hours of work normally scheduled to be performed in a seven (7) day period beginning Friday (12:01 a.m.) and ending Thursday (mid-night).

(b) Employees now working a regular forty (40) hour workweek shall continue to do so for the life of this agreement except that:

- (1) certain AFSCME Judicial personnel in the Juvenile detention centers shall be scheduled to work a schedule which, over reasonable periods of time, requires an average of forty (40) hours per week, eight (8) hours a day; such a schedule shall be deemed to constitute a non-standard workweek.
- (2) certain AFSCME Judicial personnel in the Commission on Official Legal Publications working a regular forty (40) hour workweek, eight (8) hours a day, on the effective date of this Agreement, shall continue to work such a schedule.
- (c) Bail Commissioners shall work in accordance with a schedule determined by the Chief Bail Commissioner. Such schedule may be established with an average of forty (40) hours per week, eight (8) hours a day. Such schedule may require work during days, evenings, nights and weekends. Shift assignments for Bail Commissioners hired prior to 03/08/96 will be made on a seniority basis, provided the Employer retains the right to decide the number of employees assigned to a shift.

**Section 2. Scheduling of Hours.**

(a) Employees working a forty (40) hour workweek shall normally work Monday through Friday between the hours of 8:00 a.m. and 5:15 5:30 p.m. All subject to paragraphs (b) through (d).

(ii) For all work schedule assignments ending at 5:30 p.m, the following will apply: The Employer will select the job classification (s) for work schedules ending at 5:30 p.m. Volunteers will be solicited first, with most senior volunteer being selected. If there are no volunteers, the least senior employee in the specific classification as determined by management will be assigned to the 5:30

**p.m. schedule. Seniority determinations for this section will be based on Article 34 (Seniority).**

(b) The Employer and the Union shall cooperate in developing experimental programs to determine the feasibility of establishing alternative work schedules such as flextime. Implementation of such experimental programs shall be by mutual agreement between the employer and the Union. Implementation, evaluation and continuation of flextime programs shall be a subject for Labor-Management Committee(s).

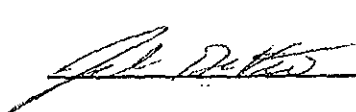
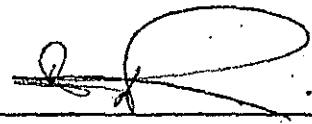
- (c) (1) Personnel in the juvenile detention centers shall work a schedule determined by the Employer and will be assigned to a fixed shift. Such schedule will provide that Juvenile Detention Officers, Juvenile Detention Officer Trainees, Lead Juvenile Detention Officers and Shift Supervisors shall have alternate weekends off and shall regularly work no more than five consecutive days before having a day off. Employees shall be given notice of a minimum of two (2) weeks prior to any permanent schedule change.
- (2) Juvenile Detention Officers and Trainees will be assigned to a fixed shift a shift based on seniority. Such assignments will be done within each institution with seniority as the controlling factor, provided the employer retains the right to decide the number of employees assigned to a shift and the right to assure appropriate staffing of male and female Juvenile Detention Officers. A vacancy on a shift to be filled by a permanent employee will first be subject to bidding within the institution on a seniority basis. Thereafter when the remaining vacancy is filled by transfer from another institution the transferring employee will be assigned to that vacancy, without regard to seniority. Said employee may exercise seniority in any future vacancies. (see appendix for bid procedures)
- Lead Juvenile Detention Officers and Shift Supervisors will be assigned to a fixed shift within an institution. Seniority and employee preference shall be considered when such assignments are made and vacancies are filled.
- (3) The parties agree to form a committee made up of no more than five (5) Employer representatives and five (5) Union representatives to discuss schedule alternatives, including but not limited to reviewing the feasibility of schedules that do not provide alternate weekends off, and mandate, overtime, call in and hold over language, shift assignments for Leads and Shift Supervisors and outdoor uniforms for the Juvenile Detention Centers. Said language shall have little to de minimus economic impact.
- (d) Existing individual arrangements for a different starting and quitting time, e.g. employees who report at 8:00 a.m. to prepare operational equipment, shall continue. Other arrangements for operational reasons or the convenience of employees may be adopted after consultation between AFSCME, Local 749 and the Chief Court Administrator or his designee.



**Section 3. Meal Periods.** For full time employees meal periods shall be one (1) hour, forty-five (45), or thirty (30) minutes at the option of the employee during the term of this agreement; except the present practice in the C O L P forty-five (45) minutes shall continue. Meal periods shall be scheduled close to the middle of a shift, subject to the operating needs of the jurisdiction as determined by officials in charge. Meal periods shall, except in unusual circumstances, be considered duty free. Meal periods shall not be counted as work-time, except for Juvenile Detention Officers. The voluntary omission of a meal period in whole or in part shall not modify the starting or leaving time schedule.

**Section 4. Rest Periods.** Employees shall be entitled to two (2) fifteen (15) minute rest periods during the working day, one (1) in each half shift (to be scheduled by the supervisor); except that operational needs may preclude such periods for court-room personnel. A rest period commences when the employee ceases work at the duty station and ends when the employee resumes work at the duty station. The voluntary omission of a rest period in whole or in part shall not modify the starting or leaving schedule. Employees of COLP required by their nonstandard workweek to work in excess of eleven (11) hours in any shift shall be entitled to two (2) fifteen (15) minute rest periods and an additional twenty (20) minute paid meal period.

FOR AFSCME LOCAL 749:

  6/20/17  
Date

FOR THE STATE OF CONNECTICUT JUDICIAL BRANCH

WC Gualles 6/20/17  
Date

STATE OF CONNECTICUT JUDICIAL BRANCH AND AFSCME LOCAL 749  
TENTATIVE AGREEMENT – ARTICLE 36 (MISCELLANEOUS) SECTION 8 –  
Notice of Openings

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On June 19, 2017, the parties agreed that Article 36 (Miscellaneous) Section 8. Notice of Openings, would be modified as follows:

**ARTICLE 36.**  
**Miscellaneous**

**Section 1. Method of Salary Payment.** Employees shall continue to be paid on a biweekly basis for the duration of this Agreement.

**Section 2. Workers' Compensation Payments.** Accrued sick leave, to the extent available, then personal leave, to the extent available, then accrued vacation leave, to the extent available, then accrued compensatory time, to the extent available, may be used to supplement workers' compensation payments up to but not beyond an employee's regular salary.

**Section 3.** The use of the term "Chief Court Administrator" in this Agreement shall be deemed to include any person(s) who may from time to time be designated by the Chief Court Administrator to perform functions set forth in the Agreement.

**Section 4. Clothing Claims.** The Employer agrees to facilitate the expeditious processing of claims for lost or damaged property to the Claims Commission.

**Section 5. Reservation of Rights.** The Employer, by entering into and executing this Agreement, does not waive any claims with respect to the constitutionality of Public Act 75-556 as it is or may be applied to the Connecticut Judicial Branch.

**Section 6. Permanent Part-Time Employees.** Permanent part-time employees will continue to receive wages and fringe benefits on a pro rata basis to the extent provided under existing rules and regulations.

**Section 7. Indemnification.** Indemnification shall be provided pursuant to Public Act 83-464, as such Act may be amended from time to time. The decision whether to provide counsel to an employee being sued for malpractice shall be based upon whether such employee was acting within the scope of his/her employment, without regard to whether the suit alleges wanton or willful conduct. The question whether the employee was acting within the scope of employment shall be sympathetically considered consistent with the purpose of the indemnification statutes. The Employer shall cooperate in expediting the decision of state officials whether to provide counsel.

**Section 8. Notice of Openings.** Notice of vacancies to be filled in AFSCME-Judicial bargaining unit positions shall be posted division-wide. Notices shall remain posted for ten (10) work days. Interested employees must submit applications within ten (10) days of the initial posting. Vacancies will not be filled within this ten (10) day period. The Employer may advertise such vacancies in any other way simultaneously with this posting. Permanent part-

time Judicial Branch employees will be eligible to apply for openings which are posted as full-time openings.

**Section 9.** The use of the word "he" or "him" in this contract shall be construed in its generic meaning, unless otherwise indicated.

**Section 10. Inclement Weather.** When an employee is late for work due to inclement weather conditions, the employee shall not be charged for such lateness, provided that he/she reports such conditions to the Employer within a reasonable time and arrives at work as soon as possible. This Section shall not apply if the employee fails to report to work. Disputes arising under this Section shall be grievable but not arbitrable.


**Section 11.** Unless otherwise provided in this Agreement, all leave time may be requested and granted in increments of fifteen (15) minutes.

**Section 12. Overpayments.** In the event that the Branch determines that an employee has been overpaid, the employee will be notified in writing and the Branch shall meet with the affected employee and the Union. The Branch will explain how the overpayment or duplicate payment occurred and discuss a repayment schedule. The Branch shall arrange to recover such overpayment from the employee over the same period of time the overpayment was made unless the Branch and employee agree to some other arrangement. (For example, an employee who has been overpaid by \$5.00 per pay period for six (6) months shall refund the Branch at the rate of \$5.00 per period over six months.)


In the event the employee contests whether or how much he/she was actually overpaid or that the above repayment schedule creates an undue hardship on the employee, the Branch shall not institute the above refund procedure until the appeal is finally resolved through the grievance procedure. The issue(s) may be processed directly to arbitration by the Branch under the contractual grievance and arbitration procedure.

**Section 13. Spouses/Domestic Partners.** Whenever the word spouse is referred to (husband/wife) in this Agreement, it shall also mean domestic partnership benefits under the parties' pension and health care agreement. In addition, in accordance with Public Act No 05-10, the word spouse shall also mean civil union partner.

FOR AFSCME LOCAL 749:

  
Date 6/20/17

FOR THE STATE OF CONNECTICUT JUDICIAL BRANCH

  
Date 6/20/17

STATE OF CONNECTICUT JUDICIAL BRANCH AND AFSCME LOCAL 749  
TENTATIVE AGREEMENT – APPENDIX (MOA'S)

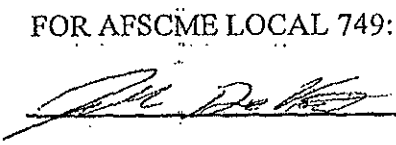
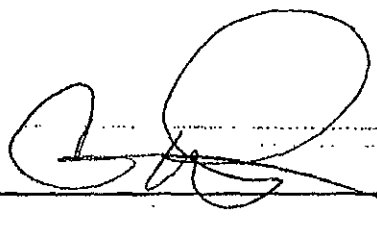
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On June 19, 2017, the parties agreed to the following:

APPENDIX.  
MOA'S

The Memorandum of Agreement between the State of Connecticut Judicial Branch and Local 749, AFSCME, Council 4 titled "Bail Commissioner & IAR Specialist Work Schedules, Stipends, Performance Appraisals" signed on May 1, 2017 shall be incorporated into the collective bargaining agreement appendix upon its approval from the legislature.

FOR AFSCME LOCAL 749:

  6/24/17  
Date

FOR THE STATE OF CONNECTICUT JUDICIAL BRANCH

Mc Carolo 6/20/17  
Date

STATE OF CONNECTICUT JUDICIAL BRANCH AND AFSCME LOCAL 749  
TENTATIVE AGREEMENT – ARTICLE 10 (GRIEVANCE PROCEDURE)  
SECTION 13(h)

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On June 19, 2017, the parties agreed that Article 10 (Grievance Procedure) Section 13, would be modified as follows:

**ARTICLE 10.**  
**Grievance Procedure**

**Section 1. Definitions; Purpose.**

- (a) A grievance is defined as a dispute concerning the interpretation or application of an express, specific provision of this Agreement.
- (b) Effective upon approval by the General Assembly a grievance is also defined as a written complaint involving the allegation of a pattern of unfair treatment of an employee by the Employer, subject to the following:

- (1) unfair treatment grievances may be processed only through Step III of the procedure outlined below and shall not be subject to arbitration;
- (2) the employee shall have the burden of establishing that there is a pattern of unfair treatment;
- (3) the addition of a "pattern of unfair treatment" as a grievable matter is intended to provide an outlet for employees to grieve problems in interpersonal relationships with supervisors which develop over a period of time. Said addition is not intended as an indirect means of enforcing alleged past practices not expressly incorporated into the Agreement; and
- (4) upon expiration of this collective bargaining Agreement allegations of a pattern of unfair treatment shall not be grievable unless affirmatively negotiated and agreed to, in writing, by the parties.

**Section 2. Format.** Grievances shall be filed on mutually agreed upon forms and shall specify in reasonable detail: (a) the facts; (b) the issues; (c) the date of the violation alleged; (d) the controlling contract provision; (e) the remedy or relief sought.

In the event a form is unclear or incomplete and not in compliance with this Section, the Employer shall make his best efforts to handle the grievance as he/she understands it.

A grievance may be expanded at or before its submission to Step 3, but not after.

**Section 3. Grievant.** A Union representative, with or without the aggrieved employee(s), may submit a grievance on his/her (their) behalf (a "general" grievance), and the Union may in appropriate cases submit a grievance in its own behalf, with respect to rights of the Union (an "institutional" grievance).

An individual employee at any time may present a grievance to his/her Employer and have the grievance adjusted, without intervention of an employee organization, provided the adjustment shall not be inconsistent with the terms of the collective bargaining agreement then in effect. The employee organization designated as the exclusive representative shall be given prior notice of the grievance and shall be informed of the terms of the settlement. The steward shall be entitled to receive from the Employer all documents pertinent to the disposition of the grievance and to file statements of position.

**Section 4.** A grievance shall be deemed waived unless submitted at Step 1:

- (a) either within thirty (30) days from the act or omission from which the grievance arises; or
- (b) within thirty (30) days from the date the grievant or any Union representative or steward through reasonable diligence should have known of the act or omission, whichever is later.

Except where the grievant's delay is prejudicial to the other party, a grievance may be filed and processed to arbitration where the grievance involves a repetition of an act or omission in the nature of a continuing violation.

**Section 5. Informal Resolution.** Attempts to resolve disputes informally without resort to the grievance procedure outlined in Section 6 are encouraged.

**Section 6. The Grievance Procedure.**

**Step 1. Supervisor.** A grievance may be submitted within the thirty (30) day period specified in Section 4 to the employee's first supervisor in the chain of command who is outside the bargaining unit, as such supervisor may be designated by the Chief Court Administrator or his/her designee after consultation with the Union. Such supervisor shall meet with the Union representative, or the grievant, or both, and issue a written response within seven (7) days after such meeting but not later than fourteen (14) days after the submission of the grievance.

**Step 2. Executive Director or designee(s)/Chief Public Defender or designee(s).** When an answer does not resolve the grievance at Step 1, such grievance shall then be submitted to the division head. The employee or the Union shall present the grievance within fourteen (14) days to such designee who shall issue a written response to the grievance within fourteen (14) days.

**Step 3. Chief Court Administrator.** When the answer at Step 2 does not resolve the grievance, the grievance shall be submitted by the Union representative, or the grievant, or both, to the Chief Court Administrator or his/her designee within seven (7) days of the response at Step 2. Within fourteen (14) days after receipt of the grievance, a meeting shall ordinarily be held with the employee, or the Union, or both, and a written response shall be issued within thirty (30) days after receipt of the grievance.

**Step 4. Arbitration.** Within thirty (30) days after the appropriate response at Step 3, or if no response is forthcoming, after the expiration of the time limit, AFSCME may submit an unresolved grievance to arbitration, but no individual employee may submit a grievance to arbitration.

**Section 7.** For the purpose of the time limits hereunder, "days" shall not include periods of time, including full days, when the Judicial Branch is closed as a result of inclement weather or legal holiday. The parties to the grievance procedure may, by mutual agreement, extend time limits. The Chief Court Administrator or his/her designee, and the Union, may, by mutual agreement, waive any or all of the Steps hereinbefore cited.

**Section 8.** In the event that the Employer fails to answer a grievance within the time specified, the grievance may be processed to the next higher level and the same time limits therefore shall apply as if the Employer's answer had been timely filed on that last day.

The grievant assents to the last attempted resolution by failing timely to appeal said decision, or by accepting said decision in writing.

**Section 9. Settlement of Grievances.** Settlements of grievances under Section 6 of this Article shall be reduced to writing, signed, and a copy thereof shall be forwarded to the Chief Court Administrator. No settlement at Steps 1 or 2 shall constitute a precedent for future grievances or arbitration, unless the parties to the Agreement agree to the contrary; accordingly, except by mutual agreement, such settlements shall not be admissible as evidence in any arbitration proceeding. Settlements at Step 3 of the grievance procedure shall be deemed precedential unless the parties expressly state to the contrary in the settlement agreement.

**Section 10. Consolidation.** The parties may, by mutual agreement, consolidate for hearing by a single arbitrator two or more grievances arising out of similar factual situations, or involving similar issues of contract interpretation, or both.

**Section 11. Arbitration.**

(a) (1) Submission to arbitration by the Union shall be by letter, with the grievance attached, to the Chief Court Administrator or his/her designee. If the Employer invokes the provisions of this Section, submission to arbitration shall be by letter, with the grievance attached, to the Executive Director of AFSCME.

(2) **Selection.** The parties shall utilize a panel of four (4) mutually agreed upon arbitrators. Unless the parties agree to the contrary for a particular case, 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.

(3) **Procedures; Cost; Attendance.** The arbitration hearing shall not follow the formal rules of evidence unless the parties agree in advance, with the concurrence of the arbitrator at or prior to the time of his appointment. The expenses for the arbitrator's service and for the hearing shall be shared equally by the parties. Unless requested by a party, no verbatim record of the proceeding shall be made. Costs of making a record shall be borne by the requesting party. If a record is made pursuant to a mutual agreement, costs of making such

record shall be shared equally. The costs of a transcript shall be borne by the party requesting same. If the arbitrator requests that a record be made or that he be given a transcript, the costs of said record or transcript shall be shared equally.

The Employer shall grant reasonable time off to employees to attend an arbitration proceeding for the purpose of testifying. The Union shall provide reasonable notice, ordinarily three (3) or more days, of the employees it wishes to be excused for such attendance.

(b) On grievances when the question of arbitrability has been raised by either party as an issue prior to the actual appointment of an arbitrator, the arbitrator shall, at the request of either party, conduct a separate hearing on the issue of arbitrability and shall determine that issue before further proceedings are held. In determining such questions a rebuttable presumption of arbitrability shall be applied.

(c) The arbitrator shall have no power to add to, subtract from, alter, or modify this Agreement, nor to grant to either party matters which were not obtained in the bargaining process, nor to impose any remedy or right of relief for any period of time prior to the effective date of the pertinent provision of this Agreement, nor to grant pay retroactively for more than thirty (30) calendar days prior to the date a grievance was first submitted. Except as expressly provided by a specific provision of this Agreement, the exercise of rights under Article 6 as well as any other matter dealing with the administration of the Branch shall be final and binding and shall not be subject to the grievance provisions of this Agreement.

The arbitrator shall render his decision in writing no later than thirty (30) calendar days after the conclusion of the hearing or receipt of briefs, whichever is later, unless the parties agree otherwise.

The arbitrator's decision shall be final and binding on the parties in accordance with Connecticut General Statutes §52-418, provided, however, neither the submission of questions of arbitrability to any arbitrator in the first instance nor any voluntary submission shall be deemed to diminish the scope of judicial review over arbitral awards, including a decision by a court of competent jurisdiction that the arbitrator's award: (1) contravenes the public interest, or (2) is arbitrary or capricious.

As to the specific express provisions of the Agreement, the parties have bargained for the arbitrator's construction. Absent any of the above grounds for overturning an award, the courts shall not substitute their interpretation for that of the arbitrator.

**Section 12. Reclassification Grievances.** Disputes over an employees' job classification (reclassification grievances) shall be subject to the grievance procedure set forth in Article 10, but shall not be arbitrable. The final step of appeal shall be to a three (3) person panel consisting of two members appointed by the Chief Court Administrator and one member appointed by the Union. Pay retroactively, if warranted, may not apply earlier than thirty (30) calendar days prior to the date of the filing of the grievance at the earliest step.

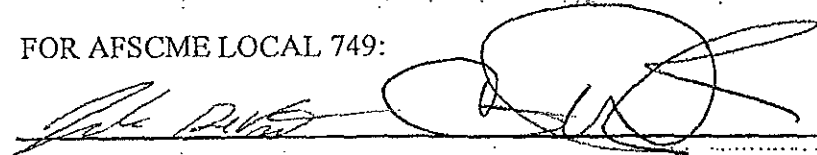


**Section 13.** Notwithstanding any contrary provision of this Agreement, the following matters shall not be subject to the arbitration procedure:


- (a) discipline of employees, except as provided in Article 14;
- (b) non-reappointment of a person holding a statutory term of office.
- (c) dismissal of employees during a probationary period;
- (d) disputes over an employee's job classification (reclassification grievances);
- (e) the decision to lay off employees, subject to Article 15;
- (f) classification and pay grade for newly created jobs; provided, however, this clause shall neither enlarge nor diminish the Union's right to negotiate on such pay grades;
- (g) compliance with health and safety standards and CONN OSHA;
- (h) absent extenuating circumstances, non-disciplinary separation of service for an absence without authorized leave of more than ~~(5) consecutive working days or failure to return to duty within~~ (5) working days following an authorized leave.
- (h)(i) any incident which occurred or failed to occur prior to the effective date of the pertinent provision of this Agreement, subject to Article 36, Sec. 1b;

**Section 14.** Meetings pursuant to this Article shall be held during normal business hours without loss of pay or benefits provided that no compensatory time or overtime shall be granted for hours outside the employees' normal work schedule.

FOR AFSCME LOCAL 749:

  
Date: 6/20/17

FOR THE STATE OF CONNECTICUT JUDICIAL BRANCH

  
Date: 6/20/17

STATE OF CONNECTICUT JUDICIAL BRANCH AND AFSCME LOCAL 749  
TENTATIVE AGREEMENT – ARTICLE 12 Performance Appraisal

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On June 19, 2017, the parties agreed that Article 12 Performance Appraisal will be modified as follows:

**ARTICLE 12.**  
**Performance Appraisal**

**Section 1.** The annual performance appraisal report shall be completed approximately three (3) but no less than two (2) months prior to the employee's annual increase date. Unless for good cause shown, late performance appraisals shall be voidable at the option of the employee. 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 may be designated by management to conduct performance appraisals.** When an employee is rated "unsatisfactory," the rating supervisor shall state reasons and, if practicable, suggestions for improvement. All performance appraisal reports with an overall "unsatisfactory" rating must be discussed with the employee at an informal meeting to be scheduled by the rating supervisor, normally within seven (7) days after the employee has seen the report and prior to its submission to the Executive Director or designee(s).

Unless the parties agree to the contrary after consultation under Section 3 of this Article, there shall be two overall ratings: "satisfactory" or "unsatisfactory." An employee receiving an "unsatisfactory" evaluation shall not receive an annual increment.

**Section 2.**

(a) Disputes concerning compliance with this Article may be subject to the grievance, but not the arbitration procedure. Disputes concerning procedural requirements of this Article shall be promptly aired by the employee so that timely correction can be sought. Where appropriate, reasonable efforts shall be made to correct or mitigate alleged procedural defects.

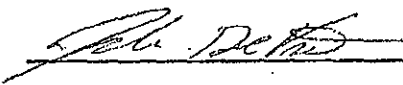
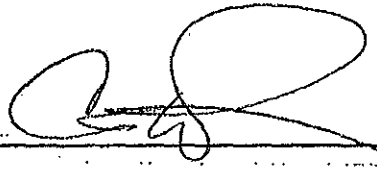
(b) Notwithstanding paragraph (a) or this Section, disputes concerning the grounds for an "unsatisfactory" rating may be subject to arbitration, but the rating may only be changed if the evaluator's decision, in light of all the credible evidence, is clearly shown to be arbitrary and capricious. The arbitrator shall not substitute his/her judgment for the judgment of the evaluator in applying and weighing evaluation standards.

**Section 3.** The Union shall be consulted prior to final adoption by the Judicial Branch of any written regulations, procedures, or forms which relate to evaluation of employee performance. Nothing in the Article shall be deemed to impair the continuing use of existing procedures and forms or the implementation of existing regulations concerning matters covered by this Article.

All performance appraisals shall be conducted on forms which are standardized either by job classification or by division.

Section 4. Notice of all unsatisfactory performance appraisals shall be sent to the President of Local 749 within five (5) working days after they are provided to the employee.

FOR AFSCME LOCAL 749:

  6/20/17  
Date

FOR THE STATE OF CONNECTICUT JUDICIAL BRANCH

Me Cravell 6/20/17  
Date

STATE OF CONNECTICUT JUDICIAL BRANCH AND AFSCME LOCAL 749  
TENTATIVE AGREEMENT – ARTICLE 11 PROBATIONARY PERIOD

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On June 19, 2017, the parties agreed that Article 11 Probationary Period will be modified as follows:

**ARTICLE 11.**  
**Probationary Period**

**Section 1.**

(a) The probationary period shall be deemed an extension of the hiring process, or, where applicable, the examination process. Accordingly, permanent status in a duly authorized full-time or part-time position will be attained by the employee after the conclusion of a satisfactory probationary period of ~~six (6)~~ **nine (9)**-months of active, continuous employment, unless, prior to the conclusion of such period, the employee's appointing authority, administrative judge, or division director reports, in writing, to the Chief Court Administrator of the Judicial Branch that the employee is unable or unwilling to perform his/her duties so as to merit continuance in such position and is, consequently, to be terminated as of a specific date not later than the termination date of the applicable probationary period.

(b) The employee shall be rated on the criteria, inter alia, of the quality of the work, the quantity of his/her work, dependability, conduct, attendance, physical and mental capacity to perform the work assigned, judgment, ability to deal with people, and, if applicable, supervisory ability. Upon receipt of such written notification at any time within the six (6) month period, the Chief Court Administrator or his/her designee shall remove the employee's name from the payroll effective on the date specified in the written notification, unless the employee is appointed to another position in the Judicial Branch for which he/she may be better suited.

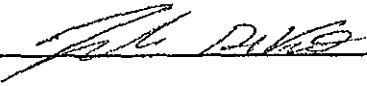
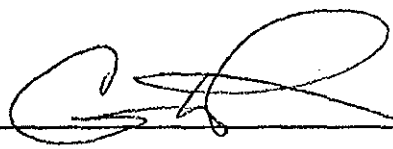
**Section 2. (a)** The attainment of permanent status by an employee shall not be construed to:

- (1) require the appointment of the employee to any succeeding statutory term of office;
- (2) prohibit or restrict the discharge or suspension of the employee.

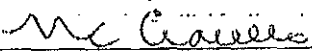
**Section 3.** Employees promoted to a higher position shall serve a three (3) month probationary period in that position, subject to the pertinent provisions of Section 1(a) and (b) of this Article. Upon receipt of written notification of unsatisfactory performance, the employee shall be offered a position similar (not a lower pay grade) to that from which he/she was promoted. Neither the offer, nor the acceptance, of such a position shall be deemed a demotion.

**Section 4.** The Employer and the Union by mutual agreement may extend the probationary period of a bargaining unit member.

FOR AFSCME LOCAL 749:

  6/20/17  
Date

FOR THE STATE OF CONNECTICUT JUDICIAL BRANCH

 6/20/17  
Date

STATE OF CONNECTICUT JUDICIAL BRANCH AND AFSCME LOCAL 749  
TENTATIVE AGREEMENT – ARTICLE 15 (REDUCTION IN FORCE)

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On June 8, 2017, the parties agreed that Article 15 (Reduction in Force) would be modified as follows:

**ARTICLE 15.**  
**Reduction in Force**

**Section 1. Definition.** A layoff is defined as the involuntary non-disciplinary separation of an employee due to a reduction in the work force. A layoff shall not be deemed to include a non-reappointment of a person appointed for a statutory term of office.

**Section 2. Reasons for Layoff.**

(a) Employees may be laid off because of lack of work, economy, insufficient appropriation, a change in departmental organization, abolition of position or any other cause.

(b) Displacement by Volunteers. Any increased use of volunteers shall not form the basis for a layoff of any unit employee.

**Section 3. Procedures for Reduction in Force.**

(a) Any necessary cutback in the number of employees shall be accomplished as far as practicable by normal attrition.

(b) **Scope of Layoff.** Layoffs within the bargaining unit may be instituted on a department-wide basis or may be limited to one or more position classifications.

(c) **Order of Layoff.** In the event a layoff is necessary, employees serving a probationary period shall, as far as practicable, be laid off first; thereafter permanent employees shall be laid off. ~~In the event it becomes necessary to layoff an employee with more than three (3) years service the Employer shall first consult with the Union concerning the criteria for selecting employees.~~ Seniority shall be a controlling factor in such selection.

~~In determining the practicability of laying off employees with less than three (3) years service, and in determining and weighing the criteria for selecting for layoff employees with more than three (3) years service, the Employer may consider the need to continue state-mandated services. The concept of state-mandated services shall not operate as a basis of retaining a less senior employee in a classification over a more senior employee in the same classification. The Employer bears the burden of demonstrating that a service is mandated by the State.~~ For layoff purposes only, the Union President, and Chief Steward, Regional Vice Presidents, and a defined number of Executive Board Members shall be granted Superseniority in their current classification. No more than 12 Union members, including the Union President, shall be granted Superseniority at the same time.

(d) Service as used in this article is defined as current continuous service as a full-time or part-time (pro-rated) employee in the Connecticut Judicial Branch and in the employee's current classification. The term "current" classification includes:

- (1) for supervisory employees both the job title held and nonsupervisory job titles in the classification series;
- (2) for non-supervisory employees all nonsupervisory job titles in the classification series.
- (3) Clerical Series. Seniority in current classification is to include continuous service full and part-time (pro-rated) in all formerly held clerical classifications from Office Clerk through Deputy Clerk, G.A. These classifications are:

Accounting Assistant  
Accounting Clerk  
Administrative Assistant  
Administrative Clerk I and II  
Administrative Secretary I  
Assistant Juvenile Matters Clerk  
Clerical Supervisor I and II  
Court Recording Monitor  
Court Services Clerk  
Courtroom Clerk I and II  
Court Support Services Intake Assistant  
Deputy Clerk, G.A./Juvenile  
DTO Trainee, DTO, DTO Supervisor  
Jury Services Assistant  
Juvenile Matters Clerk I and II  
Office Clerk  
Receptionist Clerk  
Secretary I  
Support Enforcement Assistant, Supervising Support Enforcement Assistant  
Word Processing Typist Trainee, Typist, Supervisor

Current continuous services of full-time Adult Probation Commission employees as of December 31, 1978, shall be deemed service in the Connecticut Judicial Branch.

The Employer shall give the Union not less than fourteen (14) days notice of layoff and at the Union's request shall meet to discuss alternatives.

**Section 4. Impact of Contracting Out.**

(a) During the life of this Agreement no full-time permanent employee will be laid off as a direct consequence of the exercise by the Employer of its right to contract out.

(b) The Employer will be deemed in compliance with the section if (1) the employee is offered a transfer to the same or similar position which in the Employer's judgment he/she is qualified to perform, with no reduction in pay; or (2) the Employer offers to train an employee for a position which reasonably appears to be suitably based on the employee's qualifications and skills. There shall be no reduction in pay during the training period

(c) The Judicial Branch shall not employ Temps (Per Diems) or Contract workers to do bargaining unit work in job classes that have laid off employees. The Judicial Branch shall not utilize Temps (Per Diems) or contract workers to do any clerical work while there are any bargaining unit employees laid off in any of the following clerical classifications:

Administrative Assistant  
Administrative Clerk I and II  
Administrative Secretary I  
Office Clerk  
Public Defender Secretary  
Receptionist Clerk

**Section 5. Notice of Layoff.** The Branch shall give employees not less than fourteen (14) days notice of layoffs.

**Section 6. Seniority (Reemployment).** An employee who has been laid off shall retain his/her seniority for twenty-four (24) months, but he/she shall not continue to accrue seniority while laid off.

**Section 7. Recall.** Employees who have been laid off shall be recalled, in order of seniority within their current classification as defined in Section 3(d) of this Article, provided that if an employee refuses to accept the position, if the position is within thirty (30) miles of the employee's home, or if the employee refuses to accept recall to the location from which he/she was laid off, then the Employer's obligation to said employee shall be fully discharged and the employee shall have no further rights to be recalled. Notwithstanding the above, the Employer's obligation to recall an employee shall be discharged thirty-six (36) months following the employee's layoff.

**Section 8. Seniority Tiebreaker.** When employees are deemed to have equivalent seniority in class, the following shall be the method by which "ties" are broken:

(1) The employee with greater "total service" in permanent positions in the Judicial Branch shall be deemed more senior and if that does not break the tie then;

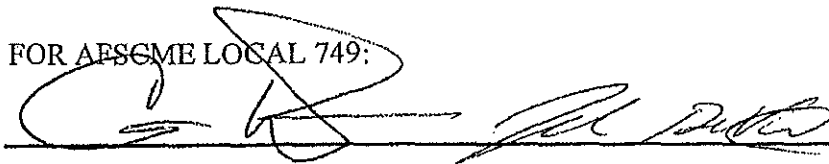
(2) The employee with greater total state service, as calculated for longevity purposes, shall be deemed more senior and if that does not break the tie, then;

(3) The determination shall be resolved by drawing the name(s) of the person(s) to be deemed more senior by lot.

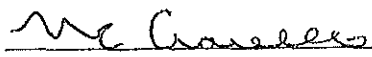


**Section 9. Filling Vacancies.** (Classes that have no employees on a recall list). Employees who have either been laid off or have been notified that they are subject to layoff on a certain date and who meet the minimum qualifications, shall be notified of such vacancies. Laid off employees who apply shall be given preference if they are "fully" qualified. Final hiring decisions are to be at the sole discretion of the Judicial Branch and are not to be subject to the grievance or arbitration procedures.

FOR ADESCME LOCAL 749:

  
Date 6/20/17

FOR THE STATE OF CONNECTICUT JUDICIAL BRANCH

  
Date 6/20/17

STATE OF CONNECTICUT JUDICIAL BRANCH AND AFSCME LOCAL 749  
TENTATIVE AGREEMENT – ARTICLE 24 SECTION 13  
(SICK LEAVE- LEAVE WITHOUT PAY)

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On June 19, 2017, the parties agreed that Article 24 Section 13 Sick Leave- Leave Without Pay will be modified as follows:

**ARTICLE 24.**

**Sick Leave – Leave Without Pay**

**Section 1. Eligibility for Sick Leave.** Each full-time, ~~(part-time pro-rated)~~ permanent employee in the bargaining unit who is included in the regular biweekly payroll and whose salary is allocated to a particular group and step is eligible to accrue sick leave starting with the first working day of the first full calendar month after date of commencement of employment in the department.

The Chief Court Administrator or his designee may establish regulations concerning the accrual, prorating, and granting of sick leave with pay for employees of the Judicial Branch who hold permanent part-time positions and who are included in the regular biweekly payroll.

**Section 2. Sick Leave Accrual.**

(a) Sick leave accrues at the rate of ten (10) hours per completed calendar month of continuous full-time service for employees who work a scheduled eight (8) hour day. Sick leave continues to accrue during the period of time an employee is on an authorized leave of absence with pay.

(b) Sick leave continues to accrue in the month when some of such leave is taken.

(c) No sick leave hours shall accrue for any calendar month in which an employee is on leave of absence without pay for an aggregate of more than three (3) working days.

(d) Sick leave shall accrue for the first twelve (12) months in which a Judicial Branch employee eligible to receive workers' compensation and sick leave benefits is actually receiving workers' compensation benefits under the provisions of the General Statutes.

**Section 3. Granting Sick Leave.**

(a) Sick leave to the extent accumulated by the employee and credited to his/her account in the attendance and leave records maintained by the Chief Court Administrator shall be granted to an eligible employee under satisfactory proof of illness or injury, including pregnancy, incapacitating such employee for duty, in order that such employee may recuperate from such illness or injury. During such leave the employee shall be compensated in full and retain his/her employment benefits.

(b) Sick leave to the extent accumulated by the employee and credited to her account in the attendance and leave records maintained by the Chief Court Administrator shall be granted to an employee during the period of time that she is disabled as the result of pregnancy. Disability may be presumed starting not more than four (4) weeks prior to the expected date of

delivery as certified by the employee's physician and ending not more than four (4) weeks following the actual date of birth.

(c) The time an employee is sick while on annual vacation leave, other than terminal vacation leave, shall be charged against accrued sick leave if the employee files an acceptable medical certificate with the Chief Court Administrator attesting to the fact that he/she was sick and would have been unable to work on the day or days claimed as sick.

(d) A holiday occurring when an employee is on sick leave will be counted as a holiday and not charged as sick leave. When special time off is granted, however, an employee on sick leave shall be charged as prescribed by the Chief Court Administrator.

(e) If an employee is receiving workers' compensation or disability compensation, he may elect to draw upon his sick leave to the extent authorized by the General Statutes.

(f) Consistent with existing practice, upon exhaustion of accrued sick leave, other accrued paid leaves may be used by employees who are incapacitated or disabled as provided in and subject to the conditions of paragraphs (a) and (b) of this section.

#### **Section 4. Special Leave of Absence with Pay Chargeable to Accrued Sick Leave.**

Any eligible employee may be granted special leave of absence with pay chargeable to accrued sick leave for the following reasons:

(a) for medical or dental treatment for which arrangements cannot be made outside of working hours;

(b) when his/her presence at duty will expose others to contagious disease;

(c) in the event of death in the immediate family when as much as five (5) working days' leave with pay may be granted. Immediate family means spouse, domestic partner\*, father, mother, sister, brother or child, and also any person who is domiciled in the employee's household;

(\*domestic partner is defined as a person who has qualified for domestic partner benefits under the parties' pension and health care agreement.)

(d) in the event of critical illness or severe injury in the immediate family (as defined in Section 4c above) creating an emergency requiring the attendance or aid of the employee, when as much as ten (10) days leave with pay in a calendar year may be granted;

(e) going to, attending, and returning from funerals of persons other than members of the immediate family, if prior permission is requested of and granted by the employee's supervisor, as much as the equivalent of one (1) day's leave with pay may be granted per occurrence;

(f) in connection with the birth, adoption, or taking custody of a child or the prenatal or postnatal care of a spouse when as much as three days of leave with pay may be granted. Vacation or personal time may also be used for such purposes subject to approval of the employee's Executive Director.

#### **Section 5. Advanced Sick Leave.**

(a) No sick leave with pay in excess of the sick leave hours accumulated to an eligible employee's credit shall be granted unless authorized in advance by the Personnel Unit with the approval of the Chief Court Administrator. Such authorizations shall be granted only in cases

involving extended periods of illness or injury. No advance of sick leave shall be authorized unless the employee has first exhausted all accrual to his/her credit for sick leave and vacation leave, including current accruals. No advance of sick leave shall be granted until an employee has completed at least five (5) years of full-time employment in state service.

(b) The advanced sick leave which may be granted shall be on the basis of one (1) day at full pay for each completed year of full-time service. In no case shall advanced sick leave exceed thirty (30) days at full pay.

(c) Any such advanced sick leave as may be granted shall be repaid by an equal charge against such sick leave as the employee may subsequently accrue. No repayment of advanced sick leave shall be required, however, until the employee has first accrued five (5) days of sick leave following his/her return to duty.

(d) Except that any advanced sick leave not repaid eighteen (18) months subsequent to its being granted, shall be repaid through automatic deductions equal to fifty (50%) percent of the rate it is earned.

**Section 6. Medical Certificate.** For the following reasons an acceptable medical certificate, signed by a licensed physician or other practitioner whose method of healing is recognized by the State, may be required of an employee by the Office of the Chief Court Administrator or by an employee's Executive Director or designee (s) to substantiate a request for sick leave or special leave of absence with pay:

- (a) any period of absence consisting of more than five (5) consecutive working days;
- (b) to support request for sick leave during annual vacation;
- (c) when excessive absenteeism or other circumstances indicate reasonable cause for requiring such a certificate.

The Office of the Chief Court Administrator may have a physician make a further examination.

**Section 7. Removal from Payroll.** Any eligible employee in the department absent from duty by reason of illness or injury who has exhausted all of his/her accrued sick leave, vacation leave including current accrual, personal leave days and advanced sick leave when applicable, and emergency sick leave bank time when applicable, and who thereafter does not return to duty, will receive no further compensation and will be removed from the active payroll of the department until such time as he/she returns to duty.

**Section 8. Leave of Absence Without Pay.**

(a) (1) A leave of absence without pay for the protection of or improvement of an employee's health, or for any other cause considered reasonable or proper, may be granted to an employee upon approval of the appointing authority or any authorized committee thereof for a period not to exceed one (1) year. Requests for such leave must be submitted in writing to the Office of the Chief Court Administrator.

Such leave may be extended beyond one (1) year by the appointing authority, or any authorized committee thereof. Notwithstanding the above, any employee absent from duty by reason of illness or injury who has exhausted all of his/her accrued sick leave, personal leave, advanced sick leave, when applicable, and emergency sick leave bank time when applicable, and all but the hourly equivalent of five (5) working days of vacation time, shall be granted a leave of absence for a period not to exceed six (6) months upon submission of an acceptable medical

certificate as provided in Section 6. Requests for extensions may be approved by the appointing authority or an authorized committee thereof. If the employee so chooses, he/she may exhaust all accrued vacation time before taking the leave of absence.

(2) Upon expiration of paid leave for disability resulting from pregnancy, the employee may request, and shall be granted, a medical leave of absence without pay, position held, for a period not to exceed six (6) months following the date of termination of the pregnancy. Such medical leave of absence may, at the exclusive option of the appointing authority or an authorized committee thereof, be extended beyond the six (6) month period, with or without holding the position. Requests for such extensions shall be submitted to the Office of the Chief Court Administrator.

(b) A leave of absence without pay shall be granted to a full-time permanent employee who leaves his/her employment for the purpose of entering the armed forces of the United States. Such an employee shall be reinstated in his/her former position and duties, provided the following conditions are met:

- (1) ~~within ninety (90) days after he/she has received a certificate of~~ satisfactory service from the armed forces, he/she makes application for return to service with the Judicial Branch;
- (2) such person must be able and qualified to perform the work required;
- (3) work must be available. In considering the factor of availability of work, the appointing authority of the Judicial Branch shall replace any employee, junior in service, who was employed for the purpose of filling the position vacated by such returning employee.

This Section shall not apply to any employee who, because of voluntary reenlistment, has been absent from the service with the Judicial Branch for a period of more than three (3) years in addition to war service or compulsory service and the ninety (90) day period herein before provided for.

**Section 9. Status of Accrued Sick Leave and Paid Leave Upon Reemployment of Resigned Employee.** Any employee who resigns in good standing from the department and who is reemployed within one (1) year from the date of his/her resignation shall be credited with the amount of sick leave accrued to his/her credit on the effective date of his/her resignation.

**Section 10. Compensation for Unused Sick Leave Accrual Upon Retirement.** Each eligible employee in the department who retires on or after July 1, 1978, shall be compensated, effective as of the date of his/her retirement, at the rate of one-fourth (.25) of his/her daily salary for each day of sick leave accrued to his/her credit as of his/her last day on the active payroll up to a maximum payment equivalent to sixty (60) days pay.

**Section 11. Records.** All leave with or without pay shall be recorded in the attendance records in the Office of the Chief Court Administrator. Such records shall reflect the current amount of sick leave accrued and the amount and dates when leave was taken, and the current balance available to each employee. The records will be subject to review by the Chief Court

Administrator, and the individual record of an employee in the department shall be available to such employee upon written request.

**Section 12.** Upon death of an employee who has completed ten (10) years of State service, the employer shall pay to the beneficiary one-fourth (.25) of the deceased employee's daily salary for each day of sick leave accrued to his/her credit as of his/her last day on the active payroll up to a maximum payment equivalent to sixty (60) days pay.

**Section 13. Emergency Sick Leave Bank.**

(a) There shall be an Emergency Sick Leave Bank, composed of the contributions of bargaining unit employees pursuant to the terms of the 1981-83 collective bargaining agreement, and any additional contributions as provided pursuant to this section. All unit employees serving an original probationary period on the effective date of this section and all unit employees hired after that date shall contribute two (2) hours from accrued sick leave to the sick leave bank upon obtaining permanent status. Hours contributed shall not revert to employees if not used.

(b) Days contributed to the bank shall thereafter be allocated to non-probationary employees with catastrophic or extended, long-term illnesses.

(c) To be eligible for allocation of sick days from the bank an employee must meet the following conditions:

- (1) Exhaustion of all sick leave, personal and vacation leave, including advanced sick leave under Section 5 of this Article.
- (2) The illness or injury is not covered by workers' compensation and/or such benefit has been exhausted.
- (3) An acceptable medical certificate supporting the absence is on file.
- (4) The bank is not depleted.

(d) Days 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 subparagraph (b) 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 in question.

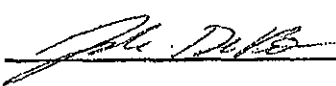
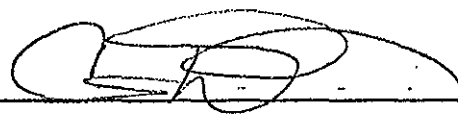
(e) Unused days shall be carried over from year to year and shall not lapse. If at any time the bank balance shall fall below seven-hundred and fifty (750) hours, the committee shall be empowered to withdraw a supplemental contribution of up to four (4) hours from each permanent employee's accrued sick leave. Said withdrawal shall be made only after a majority vote of the committee.

(f) 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.

(g) Union appointees shall review sick bank request packets at the Judicial Branch Human Resources Management Unit and be permitted union leave in accordance with Article 8 Section 7(c) to review such packets. Packets shall not be mailed or otherwise transmitted to Committee members and all efforts shall be made to keep sick bank request packets private and secure.

(g)(h) The actions or non-actions 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.

FOR AFSCME LOCAL 749:

  6/20/17  
Date

FOR THE STATE OF CONNECTICUT JUDICIAL BRANCH

Neal C. [illegible] 6/20/17  
Date

STATE OF CONNECTICUT JUDICIAL BRANCH AND AFSCME LOCAL 749  
TENTATIVE AGREEMENT – APPENDIX (SWAPPING)

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On June 19, 2017, the parties agreed that the Appendix would be modified as follows:

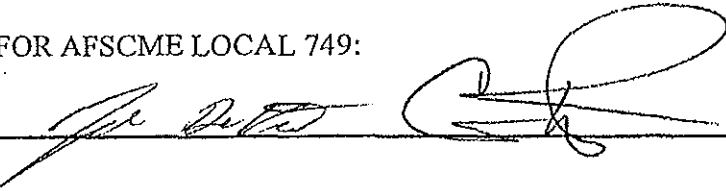
**APPENDIX**  
**Swapping**

Juvenile Detention Officers shall be allowed to swap scheduled shifts with other Juvenile Detention Officers at the same facility. Lead Juvenile Detention Officers and Juvenile Detention Shift Supervisors shall be allowed to swap scheduled shifts with other Lead Juvenile Detention Officers and Juvenile Detention Shift Supervisors at the same facility. Swaps shall not be permitted for probationary employees and are limited to 4 swaps per month for all other eligible employees.

- (a) A swap request form must be completed and submitted to management for approval at least 5 days prior to the requested swap date. The agreed upon swap payback date must be within 30 calendar days of the initial swap. The payback date must be on a day on which the employee is scheduled to be on duty. Open-ended swaps and three-way swaps shall not be allowed. Any employee actually working for another employee while on a swap shall retain his/her seniority in the event of involuntary overtime being necessary.
- (b) Approval for all swap requests is at the discretion of the management. Once a swap request has been approved in writing, it may only be rescinded by mutual agreement of the parties. An employee who does not report to work as scheduled in an approved swap will not be permitted to swap for 90 days after the first such occurrence and will be subject to being prohibited from swapping permanently after a second occurrence. In the event an employee does not report to work for an approved swap the employee originally scheduled to work the assigned shift will be charged with an unauthorized absence. Disputes regarding swaps may be grieved, but are not subject to arbitration. The Judicial Branch is not responsible for enforcing swap agreements between employees.
- (c) Any employee who works more than 40 hours in a week as a result of a swap will not be entitled to overtime pay. In the case of swaps that fall on a holiday, night or weekend, employees will be paid in accordance with the applicable rate for their regularly scheduled shift.



FOR AFSCME LOCAL 749:

 6/20/17  
Date

FOR THE STATE OF CONNECTICUT JUDICIAL BRANCH

Me Cravella 6/20/17  
Date

STATE OF CONNECTICUT JUDICIAL BRANCH AND AFSCME LOCAL 749  
TENTATIVE AGREEMENT – APPENDIX (MOA'S)

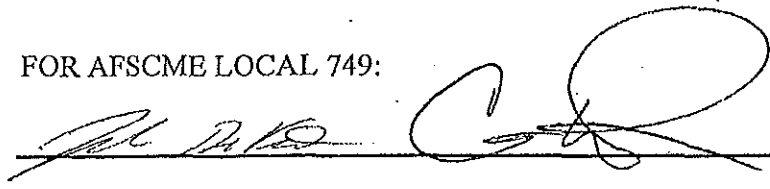
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On June 20, 2017, the parties agreed to the following:


APPENDIX.  
MOA'S

<sup>2</sup>  
The Memorandum of Agreement between the State of Connecticut Judicial Branch and Local 749, AFSCME, Council 4 titled "Grievances dated July 28, 2008 and January 10, 2009-Institutional Grievances regarding Monthly Supervisory Meetings" signed on June 10, 2010 shall be incorporated into the collective bargaining agreement appendix upon its approval from the legislature.

FOR AFSCME LOCAL 749:

  
Date 6/20/17

FOR THE STATE OF CONNECTICUT JUDICIAL BRANCH

  
Date 6/20/17

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**STIPULATED AGREEMENT**  
**BETWEEN**  
**THE STATE OF CONNECTICUT JUDICIAL BRANCH**  
**AND**  
**THE STATE OF CONNECTICUT JUDICIAL EMPLOYEES UNION**  
**LOCAL 749, COUNCIL 4, AFSCME, AFL-CIO**

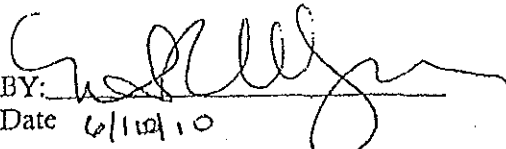
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Re: Grievances dated July 28, 2008 and January 10, 2009 – Institutional Grievances regarding  
Monthly Supervisory Meetings

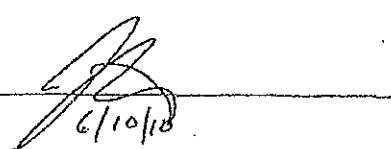
In full and final settlement of the above referenced grievances, the parties agree to the following:

1. Monthly supervisor meetings will continue to held at management's discretion. Lead Juvenile Detention Officers and Juvenile Detention Shift Supervisors will be required to attend these meetings.
2. Shift Supervisors and Lead JDOs are not required to attend if the meeting is held on a day off when they are not working.
3. The employees who attend said meeting shall be paid for a minimum of one (1) hour. If the meeting is longer than one (1) hour, the employee shall be paid for the actual time spent at the meeting.
4. The Union agrees to withdraw all grievances related to this issue.
5. This agreement will expire upon execution of a new collective bargaining agreement unless specifically incorporated into that agreement.

FOR THE JUDICAL BRANCH

BY:   
Date 6/10/10

FOR COURT SUPPORT SERVICES

BY:   
Date 6/10/10

FOR LOCAL 749

BY: John C. Ondusko, PRES.  
Date 6/10/10

FOR COUNCIL 4 AFSCME

BY:   
Date

Memorandum of Agreement  
between  
State of Connecticut Judicial Branch  
and  
Local 749, AFSCME, Council 4

Re: Court Recording Monitors

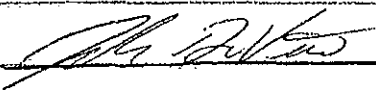
During the term of the 2016 - 2021 collective bargaining agreement between the parties, the Branch will not contract out the production of written transcripts of court proceedings, so long as bargaining unit employees are able to produce such transcripts within the applicable time limits. Nothing herein shall preclude the Branch from producing and distributing other records of such proceedings that do not constitute official transcripts, subject to the Union's right to negotiate with the Branch over the impact of the <sup>CP</sup> ~~dissemi-~~ production ~~and~~ and distribution of such other records.

AFSCME LOCAL 749:



Date: June 20, 2017

AFSCME COUNCIL 4:



Date: June 20, 2017

JUDICIAL BRANCH: Mac Goveas

Date: June 20, 2017

**AFSCME COST SHEET  
JUDICIAL BRANCH**

<b>FY</b>	<b>ITEM</b>	<b>Funds Necessary to Implement the Entire Collective Bargaining Agreement</b>	<b>Costs Included in the Current Service Request</b>	<b>New Costs Associated with Tentative Agreement</b>
<b>FY 2017</b>				
	EXISTING PAYROLL	69,572,823	69,572,823	
	EXISTING OCT 16 AND APRIL 17 LONGEVITY	1,753,694	1,753,694	
	EXISTING AUTOMOBILE AVAILABILITY FEE	45,000	45,000	
	EXISTING SHIFT DIFFERENTIAL \$.85	282,047	282,047	
	EXISTING HAZARDOUS DUTY PAYMENT	128,800	128,800	
	<b>TOTAL COSTS</b>	<b>71,782,364</b>	<b>71,782,364</b>	<b>0</b>
<b>FY 2018</b>				
	EXISTING PAYROLL	69,572,823	69,572,823	
	EXISTING OCT 17 LONGEVITY PYT	874,710	874,710	
	EXISTING AUTOMOBILE AVAILABILITY FEE	45,000	45,000	
	EXISTING SHIFT DIFFERENTIAL \$.85	282,047	282,047	
	EXISTING HAZARDOUS DUTY PAYMENT	128,800	128,800	
	NEW FURLOUGH	(802,763)	-	(802,763)
	<b>TOTAL COSTS</b>	<b>70,100,617</b>	<b>70,903,380</b>	<b>(802,763)</b>
<b>FY 2019</b>				
	EXISTING PAYROLL	69,572,823	69,572,823	
	EXISTING OCT 18 AND APRIL 19 LONGEVITY	1,753,694	1,753,694	
	EXISTING AUTOMOBILE AVAILABILITY FEE	45,000	45,000	
	EXISTING SHIFT DIFFERENTIAL \$.85	282,047	282,047	
	EXISTING HAZARDOUS DUTY PAYMENT	128,800	128,800	
	EXISTING APRIL FY 18 LONGEVITY PYT	878,984		878,984
	NEW ONE TIME PAYMENT	2,302,250		2,302,250
	<b>TOTAL COSTS</b>	<b>74,963,598</b>	<b>71,782,364</b>	<b>3,181,234</b>
<b>FY 2020</b>				
	EXISTING PAYROLL	69,572,823		69,572,823
	EXISTING OCT 19 AND APRIL 20 LONGEVITY PYT	1,753,694		1,753,694
	EXISTING AUTOMOBILE AVAILABILITY FEE	45,000		45,000
	EXISTING SHIFT DIFFERENTIAL \$.85	282,047		282,047
	EXISTING HAZARDOUS DUTY PAYMENT	128,800		128,800
	NEW 3.5% GENERAL WAGE INCREASE	2,345,686		2,345,686
	NEW ANNUAL INCREMENTS -JULY	434,848		434,848
	NEW ANNUAL INCREMENTS-JANUARY	343,340		343,340
	NEW MAXIMUM STEP LUMP SUM	127,500		127,500
	<b>TOTAL COSTS</b>	<b>75,033,738</b>	<b>0</b>	<b>75,033,738</b>
<b>FY 2021</b>				
	EXISTING PAYROLL	69,572,823		69,572,823
	FY2020 3.5% GENERAL WAGE INCREASE	2,345,686		2,345,686
	FY2020 ANNUAL INCREMENTS -JULY	434,848		434,848
	FY2020 ANNUAL INCREMENTS-JANUARY	343,340		343,340
	FY2020 MAXIMUM STEP LUMP SUM	127,500		127,500
	EXISTING OCT 20 AND APRIL 21 LONGEVITY PYT	1,753,694		1,753,694
	EXISTING AUTOMOBILE AVAILABILITY FEE	45,000		45,000
	EXISTING SHIFT DIFFERENTIAL \$.85	282,047		282,047
	EXISTING HAZARDOUS DUTY PAYMENT	128,800		128,800
	NEW FY2021 3.5% GENERAL WAGE INCREASE	2,462,019		2,462,019
	NEW FY2021 ANNUAL INCREMENTS -JULY	387,425		387,425
	NEW FY2021 ANNUAL INCREMENTS-JANUARY	320,808		320,808
	NEW FY2021 MAXIMUM STEP LUMP SUM	140,250		140,250
	<b>TOTAL COSTS</b>	<b>78,344,240</b>	<b>0</b>	<b>78,344,240</b>

**AFSCME COST SHEET**  
**OCPD**

**16-17**

AUTO USAGE	39,300.00
LONGEVITY	221,931.00

<b>TOTAL COST</b>	<b>261,231.00</b>
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**17-18**

AUTO USAGE	39,300.00
FURLOUGH	(94,320.00)
LONGEVITY	112,465.50

<b>TOTAL COST</b>	<b>57,445.50</b>
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**18-19**

AUTO USAGE	39,300.00
LONGEVITY	360,720.75
\$2,000 BONUS	242,000.00

<b>TOTAL COST</b>	<b>642,020.75</b>
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**19-20**

AUTO USAGE	39,300.00
3.5% GWI	298,921.32
A I JULY	64,769.64
A I JANUARY	31,223.61
LUMP SUM	66,000.00
LONGEVITY	270,340.50

<b>TOTAL COST</b>	<b>770,555.07</b>
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**20-21**

AUTO USAGE	39,300.00
3.5% GWI	313,835.03
A I JULY	63,192.63
A I JANUARY	23,988.48
LUMP SUM	72,000.00
LONGEVITY	294,553.91

<b>TOTAL COST</b>	<b>806,870.05</b>
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STATE OF CONNECTICUT  
JUDICIAL ADMINISTRATIVE SERVICES  
PAYROLL MANAGEMENT SYSTEM

Bargaining Unit: 43

JUDICIAL EMPLOYEES (AFSCME)  
40.00 HOUR WEEK  
EFFECTIVE JUNE 21, 2019

GRP	PER	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	Includes STEP 8	3.50% Increase STEP 9	AI
07	ANN	36,106.00	36,942.00	37,778.00	38,614.00	39,450.00	40,286.00	41,122.00	42,150.00	44,047.00	836
	BIW	1,383.38	1,415.41	1,447.44	1,479.47	1,511.50	1,543.53	1,575.56	1,614.95	1,687.63	
	DLY	138.34	141.55	144.75	147.95	151.15	154.36	157.56	161.50	168.77	
	HLY	17.2923	17.6926	18.0930	18.4934	18.8938	19.2941	19.6945	20.1869	21.0954	
08	ANN	38,424.00	39,517.00	40,610.00	41,703.00	42,796.00	43,889.00	44,982.00	46,107.00	48,182.00	1,093
	BIW	1,472.19	1,514.07	1,555.94	1,597.82	1,639.70	1,681.58	1,723.45	1,766.56	1,846.06	
	DLY	147.22	151.41	155.60	159.79	163.97	168.16	172.35	176.66	184.61	
	HLY	18.4024	18.9259	19.4493	19.9728	20.4963	21.0198	21.5431	22.0820	23.0758	
09	ANN	39,439.00	40,615.00	41,791.00	42,967.00	44,143.00	45,319.00	46,495.00	47,657.00	49,802.00	1,176
	BIW	1,511.08	1,556.14	1,601.19	1,646.25	1,691.31	1,736.37	1,781.42	1,825.94	1,908.13	
	DLY	151.11	155.62	160.12	164.63	169.14	173.64	178.15	182.60	190.82	
	HLY	18.8885	19.4518	20.0149	20.5781	21.1414	21.7046	22.2678	22.8243	23.8516	
10	ANN	40,551.00	41,819.00	43,087.00	44,355.00	45,623.00	46,891.00	48,159.00	49,363.00	51,584.00	1,268
	BIW	1,553.68	1,602.27	1,650.85	1,699.43	1,748.01	1,796.60	1,845.18	1,891.31	1,976.40	
	DLY	155.37	160.23	165.09	169.95	174.81	179.66	184.52	189.14	197.64	
	HLY	19.4210	20.0284	20.6356	21.2429	21.8501	22.4575	23.0648	23.6414	24.7050	
11	ANN	42,204.00	43,522.00	44,840.00	46,158.00	47,476.00	48,794.00	50,112.00	51,365.00	53,676.00	1,318
	BIW	1,617.02	1,667.51	1,718.01	1,768.51	1,819.01	1,869.51	1,920.00	1,968.01	2,056.56	
	DLY	161.71	166.76	171.81	176.86	181.91	186.96	192.00	196.81	205.66	
	HLY	20.2128	20.8439	21.4751	22.1064	22.7376	23.3689	24.0000	24.6001	25.7070	
12	ANN	43,560.00	44,929.00	46,298.00	47,667.00	49,036.00	50,405.00	51,774.00	53,068.00	55,456.00	1,369
	BIW	1,668.97	1,721.42	1,773.87	1,826.33	1,878.78	1,931.23	1,983.68	2,033.26	2,124.76	
	DLY	166.90	172.15	177.39	182.64	187.88	193.13	198.37	203.33	212.48	
	HLY	20.8621	21.5178	22.1734	22.8291	23.4848	24.1404	24.7960	25.4158	26.5595	
13	ANN	45,989.00	47,690.00	49,391.00	51,092.00	52,793.00	54,494.00	56,195.00	57,600.00	60,192.00	1,701
	BIW	1,762.04	1,827.21	1,892.38	1,957.55	2,022.73	2,087.90	2,153.07	2,206.90	2,306.21	
	DLY	176.21	182.73	189.24	195.76	202.28	208.79	215.31	220.69	230.63	
	HLY	22.0255	22.8401	23.6548	24.4694	25.2841	26.0988	26.9134	27.5863	28.8276	
14	ANN	48,062.00	49,843.00	51,624.00	53,405.00	55,186.00	56,967.00	58,748.00	60,217.00	62,927.00	1,781
	BIW	1,841.46	1,909.70	1,977.94	2,046.17	2,114.41	2,182.65	2,250.89	2,307.17	2,411.00	
	DLY	184.15	190.97	197.80	204.62	211.45	218.27	225.09	230.72	241.10	
	HLY	23.0183	23.8713	24.7243	25.5771	26.4301	27.2831	28.1361	28.8396	30.1375	

STATE OF CONNECTICUT  
JUDICIAL ADMINISTRATIVE SERVICES  
PAYROLL MANAGEMENT SYSTEM

Bargaining Unit: 43

JUDICIAL EMPLOYEES (AFSCME)  
40.00 HOUR WEEK  
EFFECTIVE JUNE 21, 2019

GRP	PER	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	Includes STEP 8	3.50% Increase STEP 9	AI
15	ANN	50,233.00	52,071.00	53,909.00	55,747.00	57,585.00	59,423.00	61,261.00	62,793.00	65,619.00	1,838
	BIW	1,924.64	1,995.06	2,065.48	2,135.91	2,206.33	2,276.75	2,347.17	2,405.87	2,514.14	
	DLY	192.47	199.51	206.55	213.60	220.64	227.68	234.72	240.59	251.42	
	HLY	24.0580	24.9383	25.8185	26.6989	27.5791	28.4594	29.3396	30.0734	31.4268	
16	ANN	52,655.00	54,563.00	56,471.00	58,379.00	60,287.00	62,195.00	64,103.00	65,706.00	68,663.00	1,908
	BIW	2,017.44	2,090.54	2,163.64	2,236.75	2,309.85	2,382.96	2,456.06	2,517.48	2,630.77	
	DLY	201.75	209.06	216.37	223.68	230.99	238.30	245.61	251.75	263.08	
	HLY	25.2180	26.1318	27.0455	27.9594	28.8731	29.7870	30.7008	31.4685	32.8846	
17	ANN	55,263.00	57,218.00	59,173.00	61,128.00	63,083.00	65,038.00	66,993.00	68,668.00	71,758.00	1,955
	BIW	2,117.36	2,192.27	2,267.17	2,342.07	2,416.98	2,491.88	2,566.79	2,630.96	2,749.35	
	DLY	211.74	219.23	226.72	234.21	241.70	249.19	256.68	263.10	274.94	
	HLY	26.4670	27.4034	28.3396	29.2759	30.2123	31.1485	32.0849	32.8870	34.3669	
18	ANN	58,043.00	60,052.00	62,061.00	64,070.00	66,079.00	68,088.00	70,097.00	71,849.00	75,082.00	2,009
	BIW	2,223.87	2,300.85	2,377.82	2,454.79	2,531.77	2,608.74	2,685.71	2,752.84	2,876.71	
	DLY	222.39	230.09	237.79	245.48	253.18	260.88	268.58	275.29	287.68	
	HLY	27.7984	28.7606	29.7228	30.6849	31.6471	32.6093	33.5714	34.4105	35.9589	
19	ANN	60,910.00	62,973.00	65,036.00	67,099.00	69,162.00	71,225.00	73,288.00	75,120.00	78,500.00	2,063
	BIW	2,333.72	2,412.76	2,491.81	2,570.85	2,649.89	2,728.93	2,807.97	2,878.17	3,007.67	
	DLY	233.38	241.28	249.19	257.09	264.99	272.90	280.80	287.82	300.77	
	HLY	29.1715	30.1595	31.1476	32.1356	33.1236	34.1116	35.0996	35.9771	37.5959	
20	ANN	64,009.00	66,128.00	68,247.00	70,366.00	72,485.00	74,604.00	76,723.00	78,641.00	82,180.00	2,119
	BIW	2,452.46	2,533.64	2,614.83	2,696.02	2,777.21	2,858.40	2,939.58	3,013.07	3,148.66	
	DLY	245.25	253.37	261.49	269.61	277.73	285.84	293.96	301.31	314.87	
	HLY	30.6558	31.6705	32.6854	33.7003	34.7151	35.7300	36.7448	37.6634	39.3583	
21	ANN	67,172.00	69,340.00	71,508.00	73,676.00	75,844.00	78,012.00	80,180.00	82,185.00	85,883.00	2,168
	BIW	2,573.64	2,656.71	2,739.78	2,822.84	2,905.91	2,988.97	3,072.04	3,148.86	3,290.54	
	DLY	257.37	265.68	273.98	282.29	290.60	298.90	307.21	314.89	329.06	
	HLY	32.1705	33.2089	34.2473	35.2855	36.3239	37.3621	38.4005	39.3608	41.1318	
22	ANN	69,004.00	71,571.00	74,138.00	76,705.00	79,272.00	81,839.00	84,406.00	86,516.00	90,409.00	2,567
	BIW	2,643.84	2,742.19	2,840.54	2,938.89	3,037.25	3,135.60	3,233.95	3,314.79	3,463.95	
	DLY	264.39	274.22	284.06	293.89	303.73	313.56	323.40	331.48	346.40	
	HLY	33.0480	34.2774	35.5068	36.7361	37.9656	39.1950	40.4244	41.4349	43.2994	



STATE OF CONNECTICUT  
JUDICIAL ADMINISTRATIVE SERVICES  
PAYROLL MANAGEMENT SYSTEM

Bargaining Unit: 43

JUDICIAL EMPLOYEES (AFSCME)  
40.00 HOUR WEEK  
EFFECTIVE JUNE 21, 2019

GRP	PER	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	Includes STEP 8	3.50% Increase STEP 9	AI
23	ANN	72,269.00	74,951.00	77,633.00	80,315.00	82,997.00	85,679.00	88,361.00	90,570.00	94,646.00	2,682
	BIW	2,768.93	2,871.69	2,974.45	3,077.21	3,179.97	3,282.73	3,385.48	3,470.12	3,626.29	
	DLY	276.90	287.17	297.45	307.73	318.00	328.28	338.55	347.02	362.63	
	HLY	34.6116	35.8961	37.1806	38.4651	39.7496	41.0341	42.3185	43.3765	45.3286	
24	ANN	75,758.00	78,583.00	81,408.00	84,233.00	87,058.00	89,883.00	92,708.00	95,026.00	99,302.00	2,825
	BIW	2,902.61	3,010.85	3,119.09	3,227.32	3,335.56	3,443.80	3,552.04	3,640.85	3,804.68	
	DLY	290.27	301.09	311.91	322.74	333.56	344.38	355.21	364.09	380.47	
	HLY	36.2826	37.6356	38.9886	40.3415	41.6945	43.0475	44.4005	45.5106	47.5585	
25	ANN	79,455.00	82,410.00	85,365.00	88,320.00	91,275.00	94,230.00	97,185.00	99,615.00	104,098.00	2,955
	BIW	3,044.26	3,157.48	3,270.69	3,383.91	3,497.13	3,610.35	3,723.57	3,816.67	3,988.43	
	DLY	304.43	315.75	327.07	338.40	349.72	361.04	372.36	381.67	398.85	
	HLY	38.0533	39.4685	40.8836	42.2989	43.7141	45.1294	46.5446	47.7084	49.8554	
26	ANN	83,368.00	86,469.00	89,570.00	92,671.00	95,772.00	98,873.00	101,974.00	104,523.00	109,227.00	3,101
	BIW	3,194.18	3,312.99	3,431.81	3,550.62	3,669.43	3,788.24	3,907.05	4,004.72	4,184.95	
	DLY	319.42	331.30	343.19	355.07	366.95	378.83	390.71	400.48	418.50	
	HLY	39.9273	41.4124	42.8976	44.3828	45.8679	47.3530	48.8381	50.0590	52.3119	
27	ANN	87,512.00	90,770.00	94,028.00	97,286.00	100,544.00	103,802.00	107,060.00	109,737.00	114,675.00	3,258
	BIW	3,352.96	3,477.78	3,602.61	3,727.44	3,852.27	3,977.09	4,101.92	4,204.49	4,393.68	
	DLY	335.30	347.78	360.27	372.75	385.23	397.71	410.20	420.45	439.37	
	HLY	41.9120	43.4723	45.0326	46.5930	48.1534	49.7136	51.2740	52.5561	54.9210	
28	ANN	92,141.00	95,502.00	98,863.00	102,224.00	105,585.00	108,946.00	112,307.00	115,115.00	120,295.00	3,361
	BIW	3,530.31	3,659.09	3,787.86	3,916.63	4,045.41	4,174.18	4,302.96	4,410.54	4,609.01	
	DLY	353.04	365.91	378.79	391.67	404.55	417.42	430.30	441.06	460.91	
	HLY	44.1289	45.7386	47.3483	48.9579	50.5676	52.1773	53.7870	55.1318	57.6126	
29	ANN	93,065.00	96,766.00	100,467.00	104,168.00	107,869.00	111,570.00	115,271.00	118,153.00	123,470.00	3,701
	BIW	3,565.71	3,707.51	3,849.32	3,991.12	4,132.92	4,274.72	4,416.52	4,526.94	4,730.66	
	DLY	356.58	370.76	384.94	399.12	413.30	427.48	441.66	452.70	473.07	
	HLY	44.5714	46.3439	48.1165	49.8890	51.6615	53.4340	55.2065	56.5868	59.1333	
30	ANN	96,966.00	100,767.00	104,568.00	108,369.00	112,170.00	115,971.00	119,772.00	122,766.00	128,290.00	3,801
	BIW	3,715.18	3,860.81	4,006.44	4,152.07	4,297.71	4,443.34	4,588.97	4,703.68	4,915.33	
	DLY	371.52	386.09	400.65	415.21	429.78	444.34	458.90	470.37	491.54	
	HLY	46.4398	48.2601	50.0805	51.9009	53.7214	55.5418	57.3621	58.7960	61.4416	

STATE OF CONNECTICUT  
JUDICIAL ADMINISTRATIVE SERVICES  
PAYROLL MANAGEMENT SYSTEM

Bargaining Unit: 43

JUDICIAL EMPLOYEES (AFSCME)  
40.00 HOUR WEEK  
EFFECTIVE JUNE 21, 2019

GRP	PER	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	Includes STEP 8	3.50% Increase STEP 9	AI
31	ANN	101,049.00	104,961.00	108,873.00	112,785.00	116,697.00	120,609.00	124,521.00	127,634.00	133,378.00	3,912
	BIW	3,871.61	4,021.50	4,171.38	4,321.27	4,471.15	4,621.04	4,770.92	4,890.20	5,110.27	
	DLY	387.17	402.15	417.14	432.13	447.12	462.11	477.10	489.02	511.03	
	HLY	48.3951	50.2688	52.1423	54.0159	55.8894	57.7630	59.6365	61.1275	63.8784	
32	ANN	105,268.00	109,292.00	113,316.00	117,340.00	121,364.00	125,388.00	129,412.00	132,647.00	138,616.00	4,024
	BIW	4,033.26	4,187.44	4,341.61	4,495.79	4,649.97	4,804.14	4,958.32	5,082.27	5,310.96	
	DLY	403.33	418.75	434.17	449.58	465.00	480.42	495.84	508.23	531.10	
	HLY	50.4158	52.3430	54.2701	56.1974	58.1246	60.0518	61.9790	63.5284	66.3870	
33	ANN	109,685.00	113,817.00	117,949.00	122,081.00	126,213.00	130,345.00	134,477.00	137,839.00	144,042.00	4,132
	BIW	4,202.50	4,360.81	4,519.12	4,677.44	4,835.75	4,994.07	5,152.38	5,281.19	5,518.86	
	DLY	420.25	436.09	451.92	467.75	483.58	499.41	515.24	528.12	551.89	
	HLY	52.5313	54.5101	56.4890	58.4680	60.4469	62.4259	64.4048	66.0149	68.9858	
34	ANN	114,375.00	118,617.00	122,859.00	127,101.00	131,343.00	135,585.00	139,827.00	143,323.00	149,773.00	4,242
	BIW	4,382.19	4,544.72	4,707.25	4,869.78	5,032.30	5,194.83	5,357.36	5,491.31	5,738.43	
	DLY	438.22	454.48	470.73	486.98	503.23	519.49	535.74	549.14	573.85	
	HLY	54.7774	56.8090	58.8406	60.8723	62.9038	64.9354	66.9670	68.6414	71.7304	
35	ANN	119,252.00	123,605.00	127,958.00	132,311.00	136,664.00	141,017.00	145,370.00	149,004.00	155,709.00	4,353
	BIW	4,569.05	4,735.83	4,902.61	5,069.39	5,236.17	5,402.96	5,569.74	5,708.97	5,965.87	
	DLY	456.91	473.59	490.27	506.94	523.62	540.30	556.98	570.90	596.59	
	HLY	57.1131	59.1979	61.2826	63.3674	65.4521	67.5370	69.6218	71.3621	74.5734	
36	ANN	124,386.00	128,850.00	133,314.00	137,778.00	142,242.00	146,706.00	151,170.00	154,949.00	161,922.00	4,464
	BIW	4,765.75	4,936.79	5,107.82	5,278.86	5,449.89	5,620.92	5,791.96	5,936.75	6,203.91	
	DLY	476.58	493.68	510.79	527.89	544.99	562.10	579.20	593.68	620.40	
	HLY	59.5719	61.7099	63.8478	65.9858	68.1236	70.2615	72.3995	74.2094	77.5489	
37	ANN	129,737.00	134,325.00	138,913.00	143,501.00	148,089.00	152,677.00	157,265.00	161,197.00	168,451.00	4,588
	BIW	4,970.77	5,146.56	5,322.34	5,498.13	5,673.91	5,849.70	6,025.48	6,176.14	6,454.07	
	DLY	497.08	514.66	532.24	549.82	567.40	584.97	602.55	617.62	645.41	
	HLY	62.1346	64.3320	66.5293	68.7266	70.9239	73.1213	75.3185	77.2018	80.6759	
38	ANN	135,281.00	139,978.00	144,675.00	149,372.00	154,069.00	158,766.00	163,463.00	167,550.00	175,090.00	4,697
	BIW	5,183.19	5,363.15	5,543.11	5,723.07	5,903.03	6,082.99	6,262.96	6,419.55	6,708.43	
	DLY	518.32	536.32	554.32	572.31	590.31	608.30	626.30	641.96	670.85	
	HLY	64.7899	67.0394	69.2889	71.5384	73.7879	76.0374	78.2870	80.2444	83.8554	

STATE OF CONNECTICUT  
JUDICIAL ADMINISTRATIVE SERVICES  
PAYROLL MANAGEMENT SYSTEM

Bargaining Unit: 43

JUDICIAL EMPLOYEES (AFSCME)  
40.00 HOUR WEEK  
EFFECTIVE JUNE 21, 2019

GRP	PER	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	Includes STEP 8	3.50% Increase STEP 9	AI
39	ANN	141,083.00	145,888.00	150,693.00	155,498.00	160,303.00	165,108.00	169,913.00	174,161.00	181,998.00	4,805
	BIW	5,405.48	5,589.58	5,773.68	5,957.78	6,141.88	6,325.98	6,510.08	6,672.84	6,973.11	
	DLY	540.55	558.96	577.37	595.78	614.19	632.60	651.01	667.29	697.32	
	HLY	67.5685	69.8698	72.1710	74.4723	76.7735	79.0748	81.3760	83.4105	87.1639	
40	ANN	147,155.00	152,054.00	156,953.00	161,852.00	166,751.00	171,650.00	176,549.00	180,963.00	189,106.00	4,899
	BIW	5,638.13	5,825.83	6,013.53	6,201.23	6,388.93	6,576.63	6,764.33	6,933.45	7,245.45	
	DLY	563.82	582.59	601.36	620.13	638.90	657.67	676.44	693.35	724.55	
	HLY	70.4766	72.8229	75.1691	77.5154	79.8616	82.2079	84.5541	86.6681	90.5681	

STATE OF CONNECTICUT  
JUDICIAL ADMINISTRATIVE SERVICES  
PAYROLL MANAGEMENT SYSTEM

Bargaining Unit: 43

JUDICIAL EMPLOYEES (AFSCME)  
40.00 HOUR WEEK WITH NIGHT SHIFT DIFFERENTIAL  
EFFECTIVE JUNE 21, 2019

									Shift Differential: 0.8500 Includes 3.50% Increase		
GRP	PER	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	AI
07	ANN	37,874.00	38,710.00	39,546.00	40,382.00	41,218.00	42,054.00	42,890.00	43,918.00	45,815.00	836
	BIW	1,451.38	1,483.41	1,515.44	1,547.47	1,579.50	1,611.53	1,643.56	1,682.95	1,755.63	
	DLY	145.14	148.35	151.55	154.75	157.95	161.16	164.36	168.30	175.57	
	HLY	18.1423	18.5426	18.9430	19.3434	19.7438	20.1441	20.5445	21.0369	21.9454	
08	ANN	40,192.00	41,285.00	42,378.00	43,471.00	44,564.00	45,657.00	46,750.00	47,875.00	49,950.00	1,093
	BIW	1,540.19	1,582.07	1,623.94	1,665.82	1,707.70	1,749.58	1,791.45	1,834.56	1,914.06	
	DLY	154.02	158.21	162.40	166.59	170.77	174.96	179.15	183.46	191.41	
	HLY	19.2524	19.7759	20.2993	20.8228	21.3463	21.8698	22.3931	22.9320	23.9258	
09	ANN	41,207.00	42,383.00	43,559.00	44,735.00	45,911.00	47,087.00	48,263.00	49,425.00	51,570.00	1,176
	BIW	1,579.08	1,624.14	1,669.19	1,714.25	1,759.31	1,804.37	1,849.42	1,893.94	1,976.13	
	DLY	157.91	162.42	166.92	171.43	175.94	180.44	184.95	189.40	197.62	
	HLY	19.7385	20.3018	20.8649	21.4281	21.9914	22.5546	23.1178	23.6743	24.7016	
10	ANN	42,319.00	43,587.00	44,855.00	46,123.00	47,391.00	48,659.00	49,927.00	51,131.00	53,352.00	1,268
	BIW	1,621.68	1,670.27	1,718.85	1,767.43	1,816.01	1,864.60	1,913.18	1,959.31	2,044.40	
	DLY	162.17	167.03	171.89	176.75	181.61	186.46	191.32	195.94	204.44	
	HLY	20.2710	20.8784	21.4856	22.0929	22.7001	23.3075	23.9148	24.4914	25.5550	
11	ANN	43,972.00	45,290.00	46,608.00	47,926.00	49,244.00	50,562.00	51,880.00	53,133.00	55,444.00	1,318
	BIW	1,685.02	1,735.51	1,786.01	1,836.51	1,887.01	1,937.51	1,988.00	2,036.01	2,124.56	
	DLY	168.51	173.56	178.61	183.66	188.71	193.76	198.80	203.61	212.46	
	HLY	21.0628	21.6939	22.3251	22.9564	23.5876	24.2189	24.8500	25.4501	26.5570	
12	ANN	45,328.00	46,697.00	48,066.00	49,435.00	50,804.00	52,173.00	53,542.00	54,836.00	57,224.00	1,369
	BIW	1,736.97	1,789.42	1,841.87	1,894.33	1,946.78	1,999.23	2,051.68	2,101.26	2,192.76	
	DLY	173.70	178.95	184.19	189.44	194.68	199.93	205.17	210.13	219.28	
	HLY	21.7121	22.3678	23.0234	23.6791	24.3348	24.9904	25.6460	26.2658	27.4095	
13	ANN	47,757.00	49,458.00	51,159.00	52,860.00	54,561.00	56,262.00	57,963.00	59,368.00	61,960.00	1,701
	BIW	1,830.04	1,895.21	1,960.38	2,025.55	2,090.73	2,155.90	2,221.07	2,274.90	2,374.21	
	DLY	183.01	189.53	196.04	202.56	209.08	215.59	222.11	227.49	237.43	
	HLY	22.8755	23.6901	24.5048	25.3194	26.1341	26.9488	27.7634	28.4363	29.6776	

....."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

Bargaining Unit: 43

JUDICIAL EMPLOYEES (AFSCME)  
40.00 HOUR WEEK WITH NIGHT SHIFT DIFFERENTIAL  
EFFECTIVE JUNE 21, 2019

GRP	PER	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	Shift Differential: 0.8500 Includes 3.50% Increase		
									STEP 8	STEP 9	AI
14	ANN	49,830.00	51,611.00	53,392.00	55,173.00	56,954.00	58,735.00	60,516.00	61,985.00	64,695.00	1,781
	BIW	1,909.46	1,977.70	2,045.94	2,114.17	2,182.41	2,250.65	2,318.89	2,375.17	2,479.00	
	DLY	190.95	197.77	204.60	211.42	218.25	225.07	231.89	237.52	247.90	
	HLY	23.8683	24.7213	25.5743	26.4271	27.2801	28.1331	28.9861	29.6896	30.9875	
15	ANN	52,001.00	53,839.00	55,677.00	57,515.00	59,353.00	61,191.00	63,029.00	64,561.00	67,387.00	1,838
	BIW	1,992.64	2,063.06	2,133.48	2,203.91	2,274.33	2,344.75	2,415.17	2,473.87	2,582.14	
	DLY	199.27	206.31	213.35	220.40	227.44	234.48	241.52	247.39	258.22	
	HLY	24.9080	25.7883	26.6685	27.5489	28.4291	29.3094	30.1896	30.9234	32.2768	
16	ANN	54,423.00	56,331.00	58,239.00	60,147.00	62,055.00	63,963.00	65,871.00	67,474.00	70,431.00	1,908
	BIW	2,085.44	2,158.54	2,231.64	2,304.75	2,377.85	2,450.96	2,524.06	2,585.48	2,698.77	
	DLY	208.55	215.86	223.17	230.48	237.79	245.10	252.41	258.55	269.88	
	HLY	26.0680	26.9818	27.8955	28.8094	29.7231	30.6370	31.5508	32.3185	33.7346	
17	ANN	57,031.00	58,986.00	60,941.00	62,896.00	64,851.00	66,806.00	68,761.00	70,436.00	73,526.00	1,955
	BIW	2,185.36	2,260.27	2,335.17	2,410.07	2,484.98	2,559.88	2,634.79	2,698.96	2,817.35	
	DLY	218.54	226.03	233.52	241.01	248.50	255.99	263.48	269.90	281.74	
	HLY	27.3170	28.2534	29.1896	30.1259	31.0623	31.9985	32.9349	33.7370	35.2169	
18	ANN	59,811.00	61,820.00	63,829.00	65,838.00	67,847.00	69,856.00	71,865.00	73,617.00	76,850.00	2,009
	BIW	2,291.87	2,368.85	2,445.82	2,522.79	2,599.77	2,676.74	2,753.71	2,820.84	2,944.71	
	DLY	229.19	236.89	244.59	252.28	259.98	267.68	275.38	282.09	294.48	
	HLY	28.6484	29.6106	30.5728	31.5349	32.4971	33.4593	34.4214	35.2605	36.8089	
19	ANN	62,678.00	64,741.00	66,804.00	68,867.00	70,930.00	72,993.00	75,056.00	76,888.00	80,268.00	2,063
	BIW	2,401.72	2,480.76	2,559.81	2,638.85	2,717.89	2,796.93	2,875.97	2,946.17	3,075.67	
	DLY	240.18	248.08	255.99	263.89	271.79	279.70	287.60	294.62	307.57	
	HLY	30.0215	31.0095	31.9976	32.9856	33.9736	34.9616	35.9496	36.8271	38.4459	
20	ANN	65,777.00	67,896.00	70,015.00	72,134.00	74,253.00	76,372.00	78,491.00	80,409.00	83,948.00	2,119
	BIW	2,520.46	2,601.64	2,682.83	2,764.02	2,845.21	2,926.40	3,007.58	3,081.07	3,216.66	
	DLY	252.05	260.17	268.29	276.41	284.53	292.64	300.76	308.11	321.67	
	HLY	31.5058	32.5205	33.5354	34.5503	35.5651	36.5800	37.5948	38.5134	40.2083	

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STATE OF CONNECTICUT  
JUDICIAL ADMINISTRATIVE SERVICES  
PAYROLL MANAGEMENT SYSTEM

Bargaining Unit: 43

JUDICIAL EMPLOYEES (AFSCME)  
40.00 HOUR WEEK WITH NIGHT SHIFT DIFFERENTIAL  
EFFECTIVE JUNE 21, 2019

GRP	PER	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	Shift Differential: 0.8500 Includes 3.50% Increase		
									STEP 8	STEP 9	AI
21	ANN	68,940.00	71,108.00	73,276.00	75,444.00	77,612.00	79,780.00	81,948.00	83,953.00	87,651.00	2,168
	BIW	2,641.64	2,724.71	2,807.78	2,890.84	2,973.91	3,056.97	3,140.04	3,216.86	3,358.54	
	DLY	264.17	272.48	280.78	289.09	297.40	305.70	314.01	321.69	335.86	
	HLY	33.0205	34.0589	35.0973	36.1355	37.1739	38.2121	39.2505	40.2108	41.9818	
22	ANN	70,772.00	73,339.00	75,906.00	78,473.00	81,040.00	83,607.00	86,174.00	88,284.00	92,177.00	2,567
	BIW	2,711.84	2,810.19	2,908.54	3,006.89	3,105.25	3,203.60	3,301.95	3,382.79	3,531.95	
	DLY	271.19	281.02	290.86	300.69	310.53	320.36	330.20	338.28	353.20	
	HLY	33.8980	35.1274	36.3568	37.5861	38.8156	40.0450	41.2744	42.2849	44.1494	
23	ANN	74,037.00	76,719.00	79,401.00	82,083.00	84,765.00	87,447.00	90,129.00	92,338.00	96,414.00	2,682
	BIW	2,836.93	2,939.69	3,042.45	3,145.21	3,247.97	3,350.73	3,453.48	3,538.12	3,694.29	
	DLY	283.70	293.97	304.25	314.53	324.80	335.08	345.35	353.82	369.43	
	HLY	35.4616	36.7461	38.0306	39.3151	40.5996	41.8841	43.1685	44.2265	46.1786	
24	ANN	77,526.00	80,351.00	83,176.00	86,001.00	88,826.00	91,651.00	94,476.00	96,794.00	101,070.00	2,825
	BIW	2,970.61	3,078.85	3,187.09	3,295.32	3,403.56	3,511.80	3,620.04	3,708.85	3,872.68	
	DLY	297.07	307.89	318.71	329.54	340.36	351.18	362.01	370.89	387.27	
	HLY	37.1326	38.4856	39.8386	41.1915	42.5445	43.8975	45.2505	46.3606	48.4085	
25	ANN	81,223.00	84,178.00	87,133.00	90,088.00	93,043.00	95,998.00	98,953.00	101,383.00	105,866.00	2,955
	BIW	3,112.26	3,225.48	3,338.69	3,451.91	3,565.13	3,678.35	3,791.57	3,884.67	4,056.43	
	DLY	311.23	322.55	333.87	345.20	356.52	367.84	379.16	388.47	405.65	
	HLY	38.9033	40.3185	41.7336	43.1489	44.5641	45.9794	47.3946	48.5584	50.7054	

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STATE OF CONNECTICUT  
JUDICIAL ADMINISTRATIVE SERVICES  
PAYROLL MANAGEMENT SYSTEM

Bargaining Unit: 43

JUDICIAL EMPLOYEES (AFSCME)  
40.00 HOUR WEEK  
EFFECTIVE JUNE 19, 2020

GRP	PER	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	Includes STEP 8	3.50% Increase STEP 9	AI
07	ANN	37,370.00	38,236.00	39,102.00	39,968.00	40,834.00	41,700.00	42,566.00	43,630.00	45,593.00	866
	BIW	1,431.81	1,464.99	1,498.17	1,531.35	1,564.53	1,597.71	1,630.89	1,671.65	1,746.86	
	DLY	143.19	146.50	149.82	153.14	156.46	159.78	163.09	167.17	174.69	
	HLY	17.8976	18.3124	18.7271	19.1419	19.5566	19.9714	20.3861	20.8956	21.8358	
08	ANN	39,769.00	40,901.00	42,033.00	43,165.00	44,297.00	45,429.00	46,561.00	47,725.00	49,873.00	1,132
	BIW	1,523.72	1,567.09	1,610.46	1,653.84	1,697.21	1,740.58	1,783.95	1,828.55	1,910.85	
	DLY	152.38	156.71	161.05	165.39	169.73	174.06	178.40	182.86	191.09	
	HLY	19.0465	19.5886	20.1308	20.6730	21.2151	21.7573	22.2994	22.8569	23.8856	
09	ANN	40,820.00	42,038.00	43,256.00	44,474.00	45,692.00	46,910.00	48,128.00	49,331.00	51,551.00	1,218
	BIW	1,563.99	1,610.66	1,657.32	1,703.99	1,750.66	1,797.32	1,843.99	1,890.08	1,975.14	
	DLY	156.40	161.07	165.74	170.40	175.07	179.74	184.40	189.01	197.52	
	HLY	19.5499	20.1333	20.7165	21.2999	21.8833	22.4665	23.0499	23.6260	24.6893	
10	ANN	41,971.00	43,284.00	44,597.00	45,910.00	47,223.00	48,536.00	49,849.00	51,095.00	53,394.00	1,313
	BIW	1,608.09	1,658.40	1,708.70	1,759.01	1,809.32	1,859.62	1,909.93	1,957.67	2,045.75	
	DLY	160.81	165.84	170.87	175.91	180.94	185.97	191.00	195.77	204.58	
	HLY	20.1011	20.7300	21.3588	21.9876	22.6165	23.2453	23.8741	24.4709	25.5719	
11	ANN	43,682.00	45,047.00	46,412.00	47,777.00	49,142.00	50,507.00	51,872.00	53,169.00	55,562.00	1,365
	BIW	1,673.64	1,725.94	1,778.24	1,830.54	1,882.84	1,935.14	1,987.44	2,037.13	2,128.82	
	DLY	167.37	172.60	177.83	183.06	188.29	193.52	198.75	203.72	212.89	
	HLY	20.9205	21.5743	22.2280	22.8818	23.5355	24.1893	24.8430	25.4641	26.6103	
12	ANN	45,085.00	46,502.00	47,919.00	49,336.00	50,753.00	52,170.00	53,587.00	54,927.00	57,399.00	1,417
	BIW	1,727.40	1,781.69	1,835.98	1,890.27	1,944.56	1,998.86	2,053.15	2,104.49	2,199.20	
	DLY	172.74	178.17	183.60	189.03	194.46	199.89	205.32	210.45	219.92	
	HLY	21.5925	22.2711	22.9498	23.6284	24.3070	24.9858	25.6644	26.3061	27.4900	
13	ANN	47,599.00	49,360.00	51,121.00	52,882.00	54,643.00	56,404.00	58,165.00	59,619.00	62,302.00	1,761
	BIW	1,823.72	1,891.19	1,958.66	2,026.14	2,093.61	2,161.08	2,228.55	2,284.26	2,387.05	
	DLY	182.38	189.12	195.87	202.62	209.37	216.11	222.86	228.43	238.71	
	HLY	22.7965	23.6399	24.4833	25.3268	26.1701	27.0135	27.8569	28.5533	29.8381	
14	ANN	49,745.00	51,589.00	53,433.00	55,277.00	57,121.00	58,965.00	60,809.00	62,329.00	65,134.00	1,844
	BIW	1,905.94	1,976.60	2,047.25	2,117.90	2,188.55	2,259.20	2,329.85	2,388.09	2,495.56	
	DLY	190.60	197.66	204.73	211.79	218.86	225.92	232.99	238.81	249.56	
	HLY	23.8243	24.7075	25.5906	26.4738	27.3569	28.2400	29.1231	29.8511	31.1945	

STATE OF CONNECTICUT  
JUDICIAL ADMINISTRATIVE SERVICES  
PAYROLL MANAGEMENT SYSTEM

Bargaining Unit: 43

JUDICIAL EMPLOYEES (AFSCME)  
40.00 HOUR WEEK  
EFFECTIVE JUNE 19, 2020

GRP	PER	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	Includes STEP 8	3.50% Increase STEP 9	AI
15	ANN	51,992.00	53,895.00	55,798.00	57,701.00	59,604.00	61,507.00	63,410.00	64,995.00	67,920.00	1,903
	BIW	1,992.04	2,064.95	2,137.86	2,210.77	2,283.68	2,356.60	2,429.51	2,490.23	2,602.30	
	DLY	199.21	206.50	213.79	221.08	228.37	235.66	242.96	249.03	260.23	
	HLY	24.9005	25.8119	26.7233	27.6346	28.5460	29.4575	30.3689	31.1279	32.5288	
16	ANN	54,498.00	56,473.00	58,448.00	60,423.00	62,398.00	64,373.00	66,348.00	68,007.00	71,067.00	1,975
	BIW	2,088.05	2,163.72	2,239.39	2,315.06	2,390.73	2,466.40	2,542.07	2,605.64	2,722.88	
	DLY	208.81	216.38	223.94	231.51	239.08	246.64	254.21	260.57	272.29	
	HLY	26.1006	27.0465	27.9924	28.9383	29.8841	30.8300	31.7759	32.5705	34.0360	
17	ANN	57,198.00	59,222.00	61,246.00	63,270.00	65,294.00	67,318.00	69,342.00	71,076.00	74,274.00	2,024
	BIW	2,191.50	2,269.05	2,346.60	2,424.14	2,501.69	2,579.24	2,656.79	2,723.22	2,845.75	
	DLY	219.15	226.91	234.66	242.42	250.17	257.93	265.68	272.33	284.58	
	HLY	27.3938	28.3631	29.3325	30.3018	31.2711	32.2405	33.2099	34.0403	35.5719	
18	ANN	60,075.00	62,155.00	64,235.00	66,315.00	68,395.00	70,475.00	72,555.00	74,369.00	77,716.00	2,080
	BIW	2,301.73	2,381.42	2,461.12	2,540.81	2,620.50	2,700.20	2,779.89	2,849.39	2,977.63	
	DLY	230.18	238.15	246.12	254.09	262.05	270.02	277.99	284.94	297.77	
	HLY	28.7716	29.7678	30.7640	31.7601	32.7563	33.7525	34.7486	35.6174	37.2204	
19	ANN	63,042.00	65,178.00	67,314.00	69,450.00	71,586.00	73,722.00	75,858.00	77,754.00	81,253.00	2,136
	BIW	2,415.41	2,497.25	2,579.09	2,660.92	2,742.76	2,824.60	2,906.44	2,979.09	3,113.15	
	DLY	241.55	249.73	257.91	266.10	274.28	282.46	290.65	297.91	311.32	
	HLY	30.1926	31.2156	32.2386	33.2615	34.2845	35.3075	36.3305	37.2386	38.9144	
20	ANN	66,250.00	68,444.00	70,638.00	72,832.00	75,026.00	77,220.00	79,414.00	81,399.00	85,062.00	2,194
	BIW	2,538.32	2,622.38	2,706.44	2,790.50	2,874.56	2,958.63	3,042.69	3,118.74	3,259.09	
	DLY	253.84	262.24	270.65	279.05	287.46	295.87	304.27	311.88	325.91	
	HLY	31.7290	32.7798	33.8305	34.8813	35.9320	36.9829	38.0336	38.9843	40.7386	
21	ANN	69,524.00	71,768.00	74,012.00	76,256.00	78,500.00	80,744.00	82,988.00	85,063.00	88,891.00	2,244
	BIW	2,663.76	2,749.74	2,835.71	2,921.69	3,007.67	3,093.64	3,179.62	3,259.12	3,405.79	
	DLY	266.38	274.98	283.58	292.17	300.77	309.37	317.97	325.92	340.58	
	HLY	33.2970	34.3718	35.4464	36.5211	37.5959	38.6705	39.7453	40.7390	42.5724	
22	ANN	71,420.00	74,077.00	76,734.00	79,391.00	82,048.00	84,705.00	87,362.00	89,546.00	93,576.00	2,657
	BIW	2,736.40	2,838.20	2,940.00	3,041.81	3,143.61	3,245.41	3,347.21	3,430.89	3,585.29	
	DLY	273.64	283.82	294.00	304.19	314.37	324.55	334.73	343.09	358.53	
	HLY	34.2050	35.4775	36.7500	38.0226	39.2951	40.5676	41.8401	42.8861	44.8161	



STATE OF CONNECTICUT  
JUDICIAL ADMINISTRATIVE SERVICES  
PAYROLL MANAGEMENT SYSTEM

Bargaining Unit: 43

JUDICIAL EMPLOYEES (AFSCME)  
40.00 HOUR WEEK  
EFFECTIVE JUNE 19, 2020

GRP	PER	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	Includes STEP 8	3.50% Increase STEP 9	AI
23	ANN	74,799.00	77,575.00	80,351.00	83,127.00	85,903.00	88,679.00	91,455.00	93,741.00	97,959.00	2,776
	BIW	2,865.87	2,972.23	3,078.59	3,184.95	3,291.31	3,397.67	3,504.03	3,591.61	3,753.22	
	DLY	286.59	297.23	307.86	318.50	329.14	339.77	350.41	359.17	375.33	
	HLY	35.8234	37.1529	38.4824	39.8119	41.1414	42.4709	43.8004	44.8951	46.9153	
24	ANN	78,410.00	81,334.00	84,258.00	87,182.00	90,106.00	93,030.00	95,954.00	98,353.00	102,779.00	2,924
	BIW	3,004.22	3,116.25	3,228.28	3,340.31	3,452.34	3,564.37	3,676.40	3,768.32	3,937.90	
	DLY	300.43	311.63	322.83	334.04	345.24	356.44	367.64	376.84	393.79	
	HLY	37.5528	38.9531	40.3535	41.7539	43.1543	44.5546	45.9550	47.1040	49.2238	
25	ANN	82,236.00	85,295.00	88,354.00	91,413.00	94,472.00	97,531.00	100,590.00	103,105.00	107,745.00	3,059
	BIW	3,150.81	3,268.01	3,385.22	3,502.42	3,619.62	3,736.82	3,854.03	3,950.39	4,128.17	
	DLY	315.09	326.81	338.53	350.25	361.97	373.69	385.41	395.04	412.82	
	HLY	39.3851	40.8501	42.3153	43.7803	45.2453	46.7103	48.1754	49.3799	51.6021	
26	ANN	86,286.00	89,496.00	92,706.00	95,916.00	99,126.00	102,336.00	105,546.00	108,185.00	113,053.00	3,210
	BIW	3,305.98	3,428.97	3,551.96	3,674.95	3,797.94	3,920.92	4,043.91	4,145.02	4,331.54	
	DLY	330.60	342.90	355.20	367.50	379.80	392.10	404.40	414.51	433.16	
	HLY	41.3248	42.8621	44.3995	45.9369	47.4743	49.0115	50.5489	51.8128	54.1443	
27	ANN	90,575.00	93,948.00	97,321.00	100,694.00	104,067.00	107,440.00	110,813.00	113,583.00	118,694.00	3,373
	BIW	3,470.31	3,599.55	3,728.78	3,858.01	3,987.25	4,116.48	4,245.71	4,351.84	4,547.67	
	DLY	347.04	359.96	372.88	385.81	398.73	411.65	424.58	435.19	454.77	
	HLY	43.3789	44.9944	46.6098	48.2251	49.8406	51.4560	53.0714	54.3980	56.8459	
28	ANN	95,366.00	98,845.00	102,324.00	105,803.00	109,282.00	112,761.00	116,240.00	119,146.00	124,508.00	3,479
	BIW	3,653.87	3,787.17	3,920.46	4,053.76	4,187.05	4,320.35	4,453.64	4,564.99	4,770.43	
	DLY	365.39	378.72	392.05	405.38	418.71	432.04	445.37	456.50	477.05	
	HLY	45.6734	47.3396	49.0058	50.6720	52.3381	54.0044	55.6705	57.0624	59.6304	
29	ANN	96,323.00	100,154.00	103,985.00	107,816.00	111,647.00	115,478.00	119,309.00	122,292.00	127,795.00	3,831
	BIW	3,690.54	3,837.32	3,984.10	4,130.89	4,277.67	4,424.45	4,571.23	4,685.52	4,896.37	
	DLY	369.06	383.74	398.41	413.09	427.77	442.45	457.13	468.56	489.64	
	HLY	46.1318	47.9665	49.8013	51.6361	53.4709	55.3056	57.1404	58.5690	61.2046	
30	ANN	100,360.00	104,295.00	108,230.00	112,165.00	116,100.00	120,035.00	123,970.00	127,069.00	132,787.00	3,935
	BIW	3,845.22	3,995.98	4,146.75	4,297.51	4,448.28	4,599.05	4,749.81	4,868.55	5,087.63	
	DLY	384.53	399.60	414.68	429.76	444.83	459.91	474.99	486.86	508.77	
	HLY	48.0653	49.9498	51.8344	53.7189	55.6035	57.4881	59.3726	60.8569	63.5954	

STATE OF CONNECTICUT  
JUDICIAL ADMINISTRATIVE SERVICES  
PAYROLL MANAGEMENT SYSTEM

Bargaining Unit: 43

JUDICIAL EMPLOYEES (AFSCME)  
40.00 HOUR WEEK  
EFFECTIVE JUNE 19, 2020

GRP	PER	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	Includes STEP 8	3.50% Increase STEP 9	AI
31	ANN	104,586.00	108,635.00	112,684.00	116,733.00	120,782.00	124,831.00	128,880.00	132,102.00	138,047.00	4,049
	BIW	4,007.13	4,162.27	4,317.40	4,472.53	4,627.67	4,782.80	4,937.94	5,061.38	5,289.16	
	DLY	400.72	416.23	431.74	447.26	462.77	478.28	493.80	506.14	528.92	
	HLY	50.0891	52.0284	53.9675	55.9066	57.8459	59.7850	61.7243	63.2673	66.1145	
32	ANN	108,953.00	113,118.00	117,283.00	121,448.00	125,613.00	129,778.00	133,943.00	137,292.00	143,470.00	4,165
	BIW	4,174.45	4,334.03	4,493.61	4,653.19	4,812.76	4,972.34	5,131.92	5,260.23	5,496.94	
	DLY	417.45	433.41	449.37	465.32	481.28	497.24	513.20	526.03	549.70	
	HLY	52.1806	54.1754	56.1701	58.1649	60.1595	62.1543	64.1490	65.7529	68.7118	
33	ANN	113,524.00	117,801.00	122,078.00	126,355.00	130,632.00	134,909.00	139,186.00	142,666.00	149,086.00	4,277
	BIW	4,349.58	4,513.45	4,677.32	4,841.19	5,005.06	5,168.93	5,332.80	5,466.14	5,712.11	
	DLY	434.96	451.35	467.74	484.12	500.51	516.90	533.28	546.62	571.22	
	HLY	54.3698	56.4181	58.4665	60.5149	62.5633	64.6116	66.6600	68.3268	71.4014	
34	ANN	118,379.00	122,770.00	127,161.00	131,552.00	135,943.00	140,334.00	144,725.00	148,343.00	155,018.00	4,391
	BIW	4,535.60	4,703.84	4,872.07	5,040.31	5,208.55	5,376.79	5,545.02	5,683.64	5,939.39	
	DLY	453.56	470.39	487.21	504.04	520.86	537.68	554.51	568.37	593.94	
	HLY	56.6950	58.7980	60.9009	63.0039	65.1069	67.2099	69.3128	71.0455	74.2424	
35	ANN	123,426.00	127,932.00	132,438.00	136,944.00	141,450.00	145,956.00	150,462.00	154,224.00	161,164.00	4,506
	BIW	4,728.97	4,901.61	5,074.26	5,246.90	5,419.55	5,592.19	5,764.83	5,908.97	6,174.87	
	DLY	472.90	490.17	507.43	524.69	541.96	559.22	576.49	590.90	617.49	
	HLY	59.1121	61.2701	63.4283	65.5863	67.7444	69.9024	72.0604	73.8621	77.1859	
36	ANN	128,740.00	133,361.00	137,982.00	142,603.00	147,224.00	151,845.00	156,466.00	160,378.00	167,595.00	4,621
	BIW	4,932.57	5,109.62	5,286.67	5,463.72	5,640.77	5,817.82	5,994.87	6,144.76	6,421.27	
	DLY	493.26	510.97	528.67	546.38	564.08	581.79	599.49	614.48	642.13	
	HLY	61.6571	63.8703	66.0834	68.2965	70.5096	72.7228	74.9359	76.8095	80.2659	
37	ANN	134,278.00	139,027.00	143,776.00	148,525.00	153,274.00	158,023.00	162,772.00	166,841.00	174,349.00	4,749
	BIW	5,144.76	5,326.71	5,508.66	5,690.62	5,872.57	6,054.53	6,236.48	6,392.38	6,680.04	
	DLY	514.48	532.68	550.87	569.07	587.26	605.46	623.65	639.24	668.01	
	HLY	64.3095	66.5839	68.8583	71.1328	73.4071	75.6816	77.9560	79.9048	83.5005	
38	ANN	140,016.00	144,878.00	149,740.00	154,602.00	159,464.00	164,326.00	169,188.00	173,418.00	181,222.00	4,862
	BIW	5,364.60	5,550.89	5,737.17	5,923.45	6,109.74	6,296.02	6,482.30	6,644.37	6,943.38	
	DLY	536.46	555.09	573.72	592.35	610.98	629.61	648.23	664.44	694.34	
	HLY	67.0575	69.3861	71.7146	74.0431	76.3718	78.7003	81.0288	83.0546	86.7923	

STATE OF CONNECTICUT  
JUDICIAL ADMINISTRATIVE SERVICES  
PAYROLL MANAGEMENT SYSTEM

PAGE: 5  
RUN DATE: 06/05/2017

Bargaining Unit: 43

JUDICIAL EMPLOYEES (AFSCME)  
40.00 HOUR WEEK  
EFFECTIVE JUNE 19, 2020

GRP	PER	Includes 3.50% Increase									AI
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	
39	ANN	146,021.00	150,995.00	155,969.00	160,943.00	165,917.00	170,891.00	175,865.00	180,262.00	188,374.00	4,974
	BIW	5,594.68	5,785.25	5,975.83	6,166.40	6,356.98	6,547.55	6,738.13	6,906.60	7,217.40	
	DLY	559.47	578.53	597.59	616.64	635.70	654.76	673.82	690.66	721.74	
	HLY	69.9335	72.3156	74.6979	77.0800	79.4623	81.8444	84.2266	86.3325	90.2175	
40	ANN	152,306.00	157,377.00	162,448.00	167,519.00	172,590.00	177,661.00	182,732.00	187,300.00	195,729.00	5,071
	BIW	5,835.48	6,029.78	6,224.07	6,418.36	6,612.65	6,806.94	7,001.23	7,176.25	7,499.20	
	DLY	583.55	602.98	622.41	641.84	661.27	680.70	700.13	717.63	749.92	
	HLY	72.9435	75.3723	77.8009	80.2295	82.6581	85.0868	87.5154	89.7031	93.7400	

STATE OF CONNECTICUT  
JUDICIAL ADMINISTRATIVE SERVICES  
PAYROLL MANAGEMENT SYSTEM

Bargaining Unit: 43

JUDICIAL EMPLOYEES (AFSCME)  
40.00 HOUR WEEK WITH NIGHT SHIFT DIFFERENTIAL  
EFFECTIVE JUNE 19, 2020

											Shift Differential: 0.8500 Includes 3.50% Increase		AI
GRP	PER	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9			
07	ANN	39,138.00	40,004.00	40,870.00	41,736.00	42,602.00	43,468.00	44,334.00	45,398.00	47,361.00			866
	BIW	1,499.81	1,532.99	1,566.17	1,599.35	1,632.53	1,665.71	1,698.89	1,739.65	1,814.86			
	DLY	149.99	153.30	156.62	159.94	163.26	166.58	169.89	173.97	181.49			
	HLY	18.7476	19.1624	19.5771	19.9919	20.4066	20.8214	21.2361	21.7456	22.6858			
08	ANN	41,537.00	42,669.00	43,801.00	44,933.00	46,065.00	47,197.00	48,329.00	49,493.00	51,641.00			1,132
	BIW	1,591.72	1,635.09	1,678.46	1,721.84	1,765.21	1,808.58	1,851.95	1,896.55	1,978.85			
	DLY	159.18	163.51	167.85	172.19	176.53	180.86	185.20	189.66	197.89			
	HLY	19.8965	20.4386	20.9808	21.5230	22.0651	22.6073	23.1494	23.7069	24.7356			
09	ANN	42,588.00	43,806.00	45,024.00	46,242.00	47,460.00	48,678.00	49,896.00	51,099.00	53,319.00			1,218
	BIW	1,631.99	1,678.66	1,725.32	1,771.99	1,818.66	1,865.32	1,911.99	1,958.08	2,043.14			
	DLY	163.20	167.87	172.54	177.20	181.87	186.54	191.20	195.81	204.32			
	HLY	20.3999	20.9833	21.5665	22.1499	22.7333	23.3165	23.8999	24.4760	25.5393			
10	ANN	43,739.00	45,052.00	46,365.00	47,678.00	48,991.00	50,304.00	51,617.00	52,863.00	55,162.00			1,313
	BIW	1,676.09	1,726.40	1,776.70	1,827.01	1,877.32	1,927.62	1,977.93	2,025.67	2,113.75			
	DLY	167.61	172.64	177.67	182.71	187.74	192.77	197.80	202.57	211.38			
	HLY	20.9511	21.5800	22.2088	22.8376	23.4665	24.0953	24.7241	25.3209	26.4219			
11	ANN	45,450.00	46,815.00	48,180.00	49,545.00	50,910.00	52,275.00	53,640.00	54,937.00	57,330.00			1,365
	BIW	1,741.64	1,793.94	1,846.24	1,898.54	1,950.84	2,003.14	2,055.44	2,105.13	2,196.82			
	DLY	174.17	179.40	184.63	189.86	195.09	200.32	205.55	210.52	219.69			
	HLY	21.7705	22.4243	23.0780	23.7318	24.3855	25.0393	25.6930	26.3141	27.4603			
12	ANN	46,853.00	48,270.00	49,687.00	51,104.00	52,521.00	53,938.00	55,355.00	56,695.00	59,167.00			1,417
	BIW	1,795.40	1,849.69	1,903.98	1,958.27	2,012.56	2,066.86	2,121.15	2,172.49	2,267.20			
	DLY	179.54	184.97	190.40	195.83	201.26	206.69	212.12	217.25	226.72			
	HLY	22.4425	23.1211	23.7998	24.4784	25.1570	25.8358	26.5144	27.1561	28.3400			
13	ANN	49,367.00	51,128.00	52,889.00	54,650.00	56,411.00	58,172.00	59,933.00	61,387.00	64,070.00			1,761
	BIW	1,891.72	1,959.19	2,026.66	2,094.14	2,161.61	2,229.08	2,296.55	2,352.26	2,455.05			
	DLY	189.18	195.92	202.67	209.42	216.17	222.91	229.66	235.23	245.51			
	HLY	23.6465	24.4899	25.3333	26.1768	27.0201	27.8635	28.7069	29.4033	30.6881			

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STATE OF CONNECTICUT  
JUDICIAL ADMINISTRATIVE SERVICES  
PAYROLL MANAGEMENT SYSTEM

PAGE: 7  
RUN DATE: 06/05/2017

Bargaining Unit: 43

JUDICIAL EMPLOYEES (AFSCME)  
40.00 HOUR WEEK WITH NIGHT SHIFT DIFFERENTIAL  
EFFECTIVE JUNE 19, 2020

GRP	PER	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	Shift Differential: 0.8500 Includes 3.50% Increase		AI
									STEP 8	STEP 9	
14	ANN	51,513.00	53,357.00	55,201.00	57,045.00	58,889.00	60,733.00	62,577.00	64,097.00	66,902.00	1,844
	BIW	1,973.94	2,044.60	2,115.25	2,185.90	2,256.55	2,327.20	2,397.85	2,456.09	2,563.56	
	DLY	197.40	204.46	211.53	218.59	225.66	232.72	239.79	245.61	256.36	
	HLV	24.6743	25.5575	26.4406	27.3238	28.2069	29.0900	29.9731	30.7011	32.0445	
15	ANN	53,760.00	55,663.00	57,566.00	59,469.00	61,372.00	63,275.00	65,178.00	66,763.00	69,688.00	1,903
	BIW	2,060.04	2,132.95	2,205.86	2,278.77	2,351.68	2,424.60	2,497.51	2,558.23	2,670.30	
	DLY	206.01	213.30	220.59	227.88	235.17	242.46	249.76	255.83	267.03	
	HLV	25.7505	26.6619	27.5733	28.4846	29.3960	30.3075	31.2189	31.9779	33.3788	
16	ANN	56,266.00	58,241.00	60,216.00	62,191.00	64,166.00	66,141.00	68,116.00	69,775.00	72,835.00	1,975
	BIW	2,156.05	2,231.72	2,307.39	2,383.06	2,458.73	2,534.40	2,610.07	2,673.64	2,790.88	
	DLY	215.61	223.18	230.74	238.31	245.88	253.44	261.01	267.37	279.09	
	HLV	26.9506	27.8965	28.8424	29.7883	30.7341	31.6800	32.6259	33.4205	34.8860	
17	ANN	58,966.00	60,990.00	63,014.00	65,038.00	67,062.00	69,086.00	71,110.00	72,844.00	76,042.00	2,024
	BIW	2,259.50	2,337.05	2,414.60	2,492.14	2,569.69	2,647.24	2,724.79	2,791.22	2,913.75	
	DLY	225.95	233.71	241.46	249.22	256.97	264.73	272.48	279.13	291.38	
	HLV	28.2438	29.2131	30.1825	31.1518	32.1211	33.0905	34.0599	34.8903	36.4219	
18	ANN	61,843.00	63,923.00	66,003.00	68,083.00	70,163.00	72,243.00	74,323.00	76,137.00	79,484.00	2,080
	BIW	2,369.73	2,449.42	2,529.12	2,608.81	2,688.50	2,768.20	2,847.89	2,917.39	3,045.63	
	DLY	236.98	244.95	252.92	260.89	268.85	276.82	284.79	291.74	304.57	
	HLV	29.6216	30.6178	31.6140	32.6101	33.6063	34.6025	35.5986	36.4674	38.0704	
19	ANN	64,810.00	66,946.00	69,082.00	71,218.00	73,354.00	75,490.00	77,626.00	79,522.00	83,021.00	2,136
	BIW	2,483.41	2,565.25	2,647.09	2,728.92	2,810.76	2,892.60	2,974.44	3,047.09	3,181.15	
	DLY	248.35	256.53	264.71	272.90	281.08	289.26	297.45	304.71	318.12	
	HLV	31.0426	32.0656	33.0886	34.1115	35.1345	36.1575	37.1805	38.0886	39.7644	
20	ANN	68,018.00	70,212.00	72,406.00	74,600.00	76,794.00	78,988.00	81,182.00	83,167.00	86,830.00	2,194
	BIW	2,606.32	2,690.38	2,774.44	2,858.50	2,942.56	3,026.63	3,110.69	3,186.74	3,327.09	
	DLY	260.64	269.04	277.45	285.85	294.26	302.67	311.07	318.68	332.71	
	HLV	32.5790	33.6298	34.6805	35.7313	36.7820	37.8329	38.8836	39.8343	41.5886	

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STATE OF CONNECTICUT  
JUDICIAL ADMINISTRATIVE SERVICES  
PAYROLL MANAGEMENT SYSTEM

Bargaining Unit: 43

JUDICIAL EMPLOYEES (AFSCME)  
40.00 HOUR WEEK WITH NIGHT SHIFT DIFFERENTIAL  
EFFECTIVE JUNE 19, 2020

Shift Differential: 0.8500 Includes 3.50% Increase											AI
GRP	PER	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	
21	ANN	71,292.00	73,536.00	75,780.00	78,024.00	80,268.00	82,512.00	84,756.00	86,831.00	90,659.00	2,244
	BIW	2,731.76	2,817.74	2,903.71	2,989.69	3,075.67	3,161.64	3,247.62	3,327.12	3,473.79	
	DLY	273.18	281.78	290.38	298.97	307.57	316.17	324.77	332.72	347.38	
	HLY	34.1470	35.2218	36.2964	37.3711	38.4459	39.5205	40.5953	41.5890	43.4224	
22	ANN	73,188.00	75,845.00	78,502.00	81,159.00	83,816.00	86,473.00	89,130.00	91,314.00	95,344.00	2,657
	BIW	2,804.40	2,906.20	3,008.00	3,109.81	3,211.61	3,313.41	3,415.21	3,498.89	3,653.29	
	DLY	280.44	290.62	300.80	310.99	321.17	331.35	341.53	349.89	365.33	
	HLY	35.0550	36.3275	37.6000	38.8726	40.1451	41.4176	42.6901	43.7361	45.6661	
23	ANN	76,567.00	79,343.00	82,119.00	84,895.00	87,671.00	90,447.00	93,223.00	95,509.00	99,727.00	2,776
	BIW	2,933.87	3,040.23	3,146.59	3,252.95	3,359.31	3,465.67	3,572.03	3,659.61	3,821.22	
	DLY	293.39	304.03	314.66	325.30	335.94	346.57	357.21	365.97	382.13	
	HLY	36.6734	38.0029	39.3324	40.6619	41.9914	43.3209	44.6504	45.7451	47.7653	
24	ANN	80,178.00	83,102.00	86,026.00	88,950.00	91,874.00	94,798.00	97,722.00	100,121.00	104,547.00	2,924
	BIW	3,072.22	3,184.25	3,296.28	3,408.31	3,520.34	3,632.37	3,744.40	3,836.32	4,005.90	
	DLY	307.23	318.43	329.63	340.84	352.04	363.24	374.44	383.64	400.59	
	HLY	38.4028	39.8031	41.2035	42.6039	44.0043	45.4046	46.8050	47.9540	50.0738	
25	ANN	84,004.00	87,063.00	90,122.00	93,181.00	96,240.00	99,299.00	102,358.00	104,873.00	109,513.00	3,059
	BIW	3,218.81	3,336.01	3,453.22	3,570.42	3,687.62	3,804.82	3,922.03	4,018.39	4,196.17	
	DLY	321.89	333.61	345.33	357.05	368.77	380.49	392.21	401.84	419.62	
	HLY	40.2351	41.7001	43.1653	44.6303	46.0953	47.5603	49.0254	50.2299	52.4521	

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