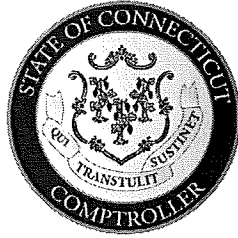


SEAN SCANLON
STATE COMPTROLLER



TARA DOWNES
DEPUTY COMPTROLLER



STATE OF CONNECTICUT
OFFICE *of the* STATE COMPTROLLER
165 Capitol Ave.
Hartford, CT 06106

INTERDEPARTMENTAL MEMORANDUM

February 22, 2023

To: The Honorable James C. Rovella, Commissioner
Department of Emergency Services and Public Protection
1111 Country Club Road Middletown, Connecticut 06457
Middletown, Connecticut 06457

Subject: State Police (NP-I) Collective Bargaining Unit Contract July 1, 2022
through June 30, 2026

I. AUTHORITY

The contract between the State of Connecticut and the Connecticut State Police Union NP-I bargaining unit for the period July 1, 2022, through June 30, 2026, which was approved by the General Assembly on January 25, 2023 pursuant to CGS Section 5-278(b).

II. COMPENSATION

A. General Wages

Effective and retroactive to the pay period that includes July 1, 2022, all employees will receive two and a half (2.5%) salary increase.

Effective and retroactive to July 1, 2022, full-time employees shall receive a \$3,500 (three thousand five hundred) special lump sum payment. This special lump sum payment shall be paid by those employees who were active in the bargaining unit as of legislative approval.

Effective with the pay period that includes July 1, 2023, all employees will receive two and a half (2.5%) salary increase.

Effective with the pay period that includes July 1, 2024, all employees will receive two and a half (2.5%) salary increase.

**Wage reopener for 2025-2026 (for effective date July 1, 2025).

Years of Service Pay Plan

Effective June 30, 2022, the step pay plan converted to a years of service plan. Employees shall progress through the pay plan based upon years of service in accordance with existing practice. (Either June 30th or December 31st) each year.

Effective March 10, 2023, the first two steps in the pay plan shall be dropped. The pay plan will become an eight-step years of service plan. Employees will move through the pay plan based on years of service in accordance with Article 19 and Article 20.

B. Top Step Payment

Effective and retroactive to July 1, 2022, and upon legislative approval, employees at the top step of the pay scale shall receive a two percent (2%) lump sum payment for each contract year.

C. Meal Allowance (a) The meal allowance shall continue to be \$18.88 per day based upon the following:

Minimum 4 Hours	\$10.70
5 - 6 Hours	\$16.13
6 ¼ - 12 ½ Hours	\$18.88
Over 12 ½ Hours	\$22.95

The above rates also apply to OPA and HCP assignments. Any future meal increases shall be equal to the same percentage as the general wage increase or by the equivalent of any dollar increase to the general wage base.

D. Night Shift Differential

Effective July 1, 2022, the night shift differential shall increase to \$1.00 per hour. Shift differential shall be payable in accordance with past practice.

E. Tuition Reimbursement

All employees who satisfactorily complete an approved course shall be eligible for tuition reimbursement for up to nine (9) credits per semester at the rate of 100% of the tuition, laboratory fees, and community college service fees up to a maximum of eighty-five percent (85%) of the per credit rate for undergraduate and graduate courses at the University of Connecticut.

1. A fund of \$90,000 shall be established for this purpose in each contract year.
2. If this fund is not sufficient to reimburse all employees eligible under the forgoing paragraph, distribution shall be to all eligible employees on an equal pro-rata basis.
3. Funds not expended in one year shall carry over into the next year provided however that the tuition reimbursement fund will expire on the expiration of this contract.

F. Training

A fund of \$50,000 shall be set aside for a training program to be administered by a panel consisting of two persons selected by the Commissioner of Emergency Services and Public Protection and two selected by the Commissioner of Emergency Services and Public Protection and two selected by the Union. Funds not expended in each contract year shall be carried over from one year to another but shall expire upon expiration of the contract.

G. Career Development

Advancement to Trooper First Class.

1. All troopers who have completed seven (7) years as a sworn State Police Officer and have at least six (6) months continuous service shall be advanced to Trooper First Class.
2. Salary schedule placement of a Trooper or Trooper First Class has no relationship to the requirement above to advance to Trooper First Class.
3. It is understood by the parties that the position of Detective is not permanent, however, and such persons will resume the title of Trooper/Trooper First Class upon reassignment to uniform duties.

H. Hazardous Duty Stipend

A monthly stipend of \$100.00 shall be paid to employees assigned to and performing the following hazardous duties: pilot, aviation observer, diver, tactical services (SWAT), hazardous devices (bomb squad), all major crime units, Fire Explosion Investigations Unit (FEIU), and motorcycle (May 1 to October 31 only). There shall be no pyramiding of stipend for employees assigned to and performing more than one hazardous duty.

I. Canine Care and Training

(a) Canine care and training which is not accomplished during on-duty hours shall be governed by the following:

1. Employees assigned as handlers of patrol dogs will be allowed one (1) hour per day to attend to the needs of the dog.
2. Employees assigned as handlers of food reward dogs will be allowed one and one-half (1.5) hours per day to attend to the needs of the dog.
3. Any employee assigned as handler of more than one (1) dog will be allowed additional one half (1/2) hour per day per dog to attend to the needs of the dog.

(b) At home canine care and training on off-duty days shall be governed by (a) above.

(c) The daily rate for at-home canine care and training shall be \$13.58

(d) Dog handlers shall continue to receive a monthly stipend of \$100.00.

J. Field Training Officer Compensation

Each employee who is a Field Training Officer shall be paid two (2) hours of pay at the overtime rate for each shift the employee works as a Field Training Officer.

K. Cleaning Stipend

All personnel assigned to non-uniformed positions as their regular assignment shall be provided with a \$650.00 per year cleaning stipend. This stipend is to be paid July 1st of each contract year as an annual lump sum payment.

L. Health and Wellness Stipend

Effective and retroactive to October 1, 2022, all employees shall receive an annual stipend of five hundred dollars (\$500). Said stipend shall be paid on or about October 1st of each year.

M. Meal Reimbursement

The current State Travel Regulations shall govern out-of-state travel except for meal reimbursements which shall be:

Breakfast:	\$10.00
Lunch:	\$15.00
Dinner:	\$25.00

N. Equipment Stipend

Effective July 1, 2022, all employees shall receive an annual stipend of one-hundred and fifty dollars (\$150.00) for safety shoes and equipment. Said stipend shall be paid on or about October 1st of each year.

III. TROOPER TRAINEES

- (a) State Police Trooper Trainee is a job classification. Its duration is from date of hire to date of successful completion of the working test period. Effective July 1, 2022, the salary rate non prior certified police officer shall be ten percent (10%) below year one (1) of the Trooper pay plan while a recruit in the academy, Trooper Trainee salary rates will not be increased while trainees are in the Academy.
- (b) A "recruit" is a term used for a State Police Trooper Trainee from date of hire until date of graduation from the Academy and becoming a sworn officer. It is not a job classification.
- (c) A "recruit" shall be paid at the applicable bi-weekly based on the Trainee rate contained in the salary schedules Appendix I.
- (d) Effective the beginning of the first full payroll period following graduation from the Academy, a State Police Trooper Trainee shall be paid at the rate of year 1 of the Trooper/Trooper First Class Salary Schedule.
- (e) A State Police Trooper Trainee that has two (2) or more years of prior certified Police Officer experience shall be paid at year two (2) of the Trooper pay plan. Prior certified State Police Trooper Trainee's will stay at year two (2) of the pay plan until they have reached their third-year anniversary date (either June 30th or December 31st) when they will progress based on years of Connecticut State Police service.
- (f) Effective with the State Police 106th Training Academy Class all members within each class shall have one uniform annual anniversary date (July or January) regardless of any prior state service.
- (g) The first July 1st or January 1st following nine months from each class date of hire shall be the annual anniversary date for the entire class. Troopers will progress through the years of service pay plan based on this anniversary date or in accordance with the section Two (b) and Two (c) (prior certified Police Officer).

IV. MISCELLANEOUS

Effective July 1, 2023, or as soon as is practicable thereafter, all employees shall participate in direct deposit of their paychecks.

- 1. **Aviation:** The agency may utilize qualified private pilots to maximize the usage of helicopter and fixed wing aircraft and supplement current staff. The current practice of Trooper staffing during all flights will continue. A sworn and uniformed Trooper will be on all flights with any civilian pilots.
- 2. **Cellphones:** The employer may furnish cellphones to employees and the parties recognize the obligation to negotiate over the impact if cellphones are issued.

V. EDUCATION INCENTIVES

Effective July 1, 2022, each full-time permanent employee at the rank of Trooper or higher shall be eligible to receive an annual five-hundred-dollar (\$500.00) lump sum payment upon submitting adequate documentation of having received a Bachelor of Arts degree or Master's degree from an accredited institution of higher learning.

VI. SCHEDULED PAYMENT DATES

A. General Wage Increase

The general wage increase will be made centrally at the proper time.

Effective	Increases	Pay Period	Check Date
07/01/2022	2.5%	01/27/2023 – 02/09/2023	02/24/2023
07/01/2023	2.5%	06/30/2023 – 07/13/2023	07/28/2023
07/01/2024	2.5%	06/28/2024 – 07/11/2024	07/26/2024

B. Meal Allowance

The meal allowance will be paid in the proper payroll cycle as it is incurred.

C. Night Shift Differential

The night shift differential will be paid in the proper payroll cycle as it is incurred.

D. Monthly Stipends

The hazardous duty, dog handler, and resident trooper stipends will be paid in the proper payroll cycle.

E. Cleaning Stipend

Effective	Pay Period	Check Date
07/01/2022	01/27/2023 – 02/09/2023	02/24/2023
07/01/2023	06/30/2023 – 07/13/2023	07/28/2023
07/01/2024	06/14/2024 – 06/27/2024	07/12/2024
07/01/2025	06/27/2025 – 07/10/2025	07/25/2025

F. Equipment Stipend

Effective	Pay Period	Check Date
10/01/2022	01/27/2023 – 02/09/2023	02/24/2023
10/01/2023	09/08/2023 – 09/21/2023	10/06/2023
10/01/2024	09/06/2024 – 09/19/2024	10/04/2024
10/01/2025	09/05/2025 – 09/18/2025	10/03/2025

VII. PAYROLL PROCEDURES

A. Implementation of General Wage Increase

New pay plans will be implemented centrally with the new hourly rate and biweekly salary effective with the pay period, at the proper time.

B. Years of Service Pay Plan

New pay plan converted to years of service plan paid accordingly.

C. Meal Allowance

On the Timesheet Page: Hours; Time Reporting Code XML1A, Hours; Time Reporting Code XML2A, Hours; Time Reporting Code XML3A, Hours; Time Reporting Code XML4A.

On the Additional Pay Page: Hours; ML1, ML2, ML3, ML4.

D. Night Shift Differential

On the Timesheet Page: Hours; Time Reporting Code XSHRF (Straight Time With FLSA) or Hours; XSHRN (Straight Time no FLSA) or XSHRH (Time and a Half).

On the Additional Pay Page: Earnings Code F44 or Hours; N33 or Hours; F45 or Hours.

E. Stipends

Hazardous Duty

On the Timesheet Page: Amount; Time Reporting Code XHDXA.

On the Additional Pay Page: Amount; Earnings Code HDA.

F. Resident Troopers

On the Timesheet Page: Amount; Time Reporting Code XTRPA.

On the Additional Pay Page: Amount; Earnings Code TRP.

G. Dog Handlers

On the Timesheet Page: Amount; Time Reporting Code XK9SA.

On the Additional Pay Page: Amount; Earnings Code K9C.

H. Canine Care

On the Timesheet Page: Amount; Time Reporting Code XK9CH.

On the Additional Pay Page: Amount; K9H.

I. Cleaning

On the Timesheet Page: Amount; Time Reporting Code XCLNA.

On the Additional Pay Page: Amount; Earnings Code CLN.

J. Equipment

On the Timesheet Page: Amount; Time Reporting Code XSHUA.

On the Additional Pay Page: Amount; Earnings Code SHU.

K. Field Training Officer

On the Timesheet Page: Amount; Time Reporting Code XFTOA.

On the Additional Pay Page: Amount; Earnings Code FTO.

L. Education Incentive

On the Timesheet Page: Amount, Time Reporting Code XMISA.

On the Additional Pay Page: Amount, Earnings Code MIS.

VIII. GENERAL

Please direct all questions regarding the memorandum to the Comptroller's Active & Pension Payroll Services Division at 860-702-3411. All other questions for assistance regarding payroll procedures at 860-702-3453.



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