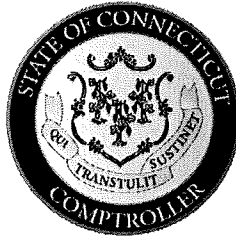


SEAN SCANLON
STATE COMPTROLLER



TARA DOWNES
DEPUTY COMPTROLLER



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

MEMORANDUM NO. 2026-13

June 11, 2026

TO THE HEADS OF ALL STATE AGENCIES

Attention: Chief Administrative and Fiscal Officers

Subject: NP-6 and P-1 Health Care Bargaining Units, District 1199, Contract July 1, 2025, through June 30, 2029.

I. AUTHORITY

The collective bargaining agreement between the State of Connecticut and the New England Healthcare Employees Union, District 1199, SEIU (NP-6/P-1) bargaining unit, for the period July 1, 2025, through June 30, 2029.

II. SICK LEAVE

Employees who work a 40-hour schedule shall accrue sick leave at a rate of 10 hours per month and shall be paid sick leave at the rate of eight (8) hours per day of sick leave use.

III. COMPENSATION

****General Wage Increases and Retroactive Back Pay:**** Effective July 1, 2025, there is a 2.5% GWI, Step, and Top Step Payment retroactive. This process will be completed in two phases: The July 2025 and January 2026 prospective hourly rate/step increase will be reflected in the check dated June 12, 2026. The retroactive back pay due, covering the period from July 1, 2025 through the check dated May 26, 2026 will be paid in the August 21, 2026, paycheck.

Employees in the Judicial Branch and CEUI employees will see their raises/back-pay first as their contract and legislative approval preceded our contract/approval.

A. General Wage Increases

(a) Effective and retroactive July 1, 2025, the annual base salary shall be increased by 2.5% for all active employees, and for employees who retired after July 1, 2025.

Effective 07/01/2026 the annual base salary shall be increased by 2.5% for all active employees.

Effective 07/01/2027 the annual base salary shall be increased by 2.5% for all active employees.

****Wage reopener for FY29 (for effective date July 1, 2028).**

(b) Notwithstanding subsection (a) above, new hires in the classifications listed below will be paid at a rate of Step I of one salary grade below the established salary grade for the classification subject to

furlough day adjustments. Upon successful completion of the working test period, effective the payroll period following, the Employee will be compensated at Step 1 of the classification.

Employees who have previously completed a working test period in an 1199 covered direct-care position will not be subject to this reduced training rate upon transfer or promotion.

Mental Health Trainee, Mental Health Assistant I, Developmental Service Worker 1, Child Services Assistant and Children Services Worker.

B. Annual Increments

Retroactive to July 1, 2025, the annual increment for the 2025-2026 contract years shall be paid for all active employees and to eligible employees who retired after July 1, 2025. Those employees eligible for a top step payment receive such payments when increments would normally apply.

For contract year 2026-2027, employees will continue to be eligible for annual increments in accordance with the existing practice.

For contract year 2027-2028, employees will continue to be eligible for annual increments in accordance with the existing practice.

****Employees who retired after July 1, 2025, will be eligible for retroactive general wage increases and, as applicable, annual increments through their date of retirement.**

C. Longevity

Eligible employees shall receive longevity payments for the life of this agreement in accordance with the existing practice.

D. Designated In Charge

If a licensed nursing person is designated "in charge," he/she shall be entitled to receive an additional \$18.00. Effective July 1, 2028, this shall increase to \$22.00.

Effective July 1, 2026, in the Department of Correction in charge pay shall be assigned by the Facility.

E. Uniform Allowance

Employees who are required to wear uniforms which are not provided by the Employer shall receive a \$100.00 annual uniform allowance. Effective July 1, 2026, this amount shall increase to \$200.00. Effective July 1, 2028, this amount shall increase to \$300.00.

F. Dental Assistant Stipend

Dental Assistants who receive an annual stipend of \$2000.00 shall be paid quarterly (\$500) for every quarter in which the Dental Assistant is the sole Dental Assistant for the majority of the quarter.

G. Differential Amount

Effective July 1, 2027, shift and weekend differential for all eligible bargaining unit employees (including part-time employees under 20 hours) shall be increased to five and one half percent (5.5%) of Step Two of the appropriate salary group. Effective July 1, 2028, this amount shall be increased to six percent (6%) of Step Two of the appropriate salary group.

H. Correctional Meal Allowance

The monetary meal reimbursement shall be eight dollars (\$8.00) per meal for each shift actually worked. Effective July 1, 2027, the amount shall increase to eight dollars and fifty cents (\$8.50). Effective July 1, 2028, the amount shall increase to nine dollars (\$9.00).

I. Pay Plan

Effective July 1, 2026, the title of Forensic Technician 1 shall be moved from pay plan 12 to pay plan 14.

Effective July 1, 2026, the title of Forensic Technician 2 shall be moved from pay plan 16 to pay plan 18.

Effective July 1, 2026, the title of Supervising Forensic Technician shall be moved from pay plan 18 to pay plan 20.

Effective July 1, 2026, the title of Diagnostic Imaging Assistant shall be moved from pay plan 07 to pay plan 11.

Effective July 1, 2026, the title of Lead Dentist shall be moved from pay plan 09 to pay plan 11.

Effective July 1, 2026, the title of Optometrist shall be moved from pay plan 05 to pay plan 09.

Effective July 1, 2026, the title of Physician Assistant shall be moved from pay plan FP 30 to pay plan FL 30.

Effective July 1, 2027, the title of Phlebotomist shall be moved from pay plan 11 to pay plan 13.

Effective July 1, 2027, the title of Supervising Psychologist 1 (Clinical) shall be moved from pay plan 33 to pay plan 35.

Effective July 1, 2027, the title of Supervising Psychologist 1 (Consulting) shall be moved from pay plan FP 33 to pay plan FP 35.

Effective July 1, 2027, the title of Supervising Psychologist 2 (Clinical) shall be moved from pay plan 36 to pay plan 38.

Effective July 1, 2027, the title of Supervising Psychologist 2 (Consulting) shall be moved from pay plan 36 to pay plan 38.

Effective July 1, 2027, the title of Supervising Nurse shall be moved from pay plan 28 to pay plan 31.

Effective July 1, 2027, the title of Supervising Nurse (Correctional Facility) shall be moved from pay plan 28 to pay plan 31.

Effective July 1, 2027, the title of Physician Assistant shall be moved from pay plan FP 30 to pay plan FL 30.

Effective July 1, 2028, the title of Certified Nursing Assistant shall be moved from pay plan 14 to pay plan 15.

J. Overtime

At DMHAS and DOC, effective July 1, 2026, Advanced Marital Family Therapists and Advanced Professional Counselors shall be eligible for overtime.

Effective July 1, 2027, Behavioral Health Unit Supervisors shall be eligible for overtime.

Effective July 1, 2027, Capital Region Mental Health Center (CRMHC) shall receive time and one-half after eight (8) hours per day.

IV. TRAINING AND TUITION REIMBURSEMENT

A. Tuition Reimbursement

The state will allocate for tuition reimbursement \$705,000 effective each year for the life of the contract.

Unused funds from one contract year will be carried forward into the following contract year. Unused funds at the expiration of the contract term will lapse. Tuition reimbursement will be equal to seventy-five percent (75%) of the per credit rate for undergraduate and graduate courses at the University of Connecticut, Storrs. Reimbursement cannot exceed the actual cost of each course. Each employee shall be eligible for tuition reimbursement for a maximum of nine (9) credits or the equivalent per year.

B. Conference and Workshop Funds

The state will allocate for training and professional development reimbursement of \$395,000 effective 07/01/2025 for employees with six (6) months of service.

Funds committed for workshops/conferences in one fiscal year will carry over to the next fiscal year.

Part-time employees under twenty (20) hours who have at least one (1) year of continuous service will be entitled \$175, and employees shall attend such programs on their own time.

C. Meal reimbursement

Effective July 1, 2028, the meal reimbursement shall be:

Breakfast \$12.00

Lunch \$15.00

Dinner \$22.00

Plus all taxes plus 15% of meal maximum gratuity

D. Quality of Work Life Fund

Effective and retroactive July 1, 2025, there shall be two hundred thousand dollars (\$200,000) allocated for the combined NP-6/P-1 Quality of Work Life Fund. Funds not expended in one contract year will carry over to the next contract year.

V. Recruitment and Retention of Respiratory Therapists and Respiratory Therapy Supervisors Employed at The University of Connecticut Health Center, John Dempsey Hospital

A. Stipend

There shall be an annual stipend of up to \$8,000 for first shift employees and \$15,000 for employees who are assigned and work second and/or third shift provided to employees at John Dempsey Hospital in the classifications of Respiratory Therapist, Lead Respiratory Therapist and Respiratory Therapy Supervisor. This stipend shall be paid biweekly in each pay period where the employee receives a regular paycheck. The maximum annual benefit for a full-time employee is \$8,000 and \$15,000, pro-rated by FTE.

B. Shift Differential

For recruitment and retention purposes it is recognized that Respiratory Therapists and Respiratory Therapy Supervisors require added incentive to accept 2nd and 3rd shift assignment. The 15% of Step 2 differential rate as provided by LPNs and RNs (Article 19, Section 3) shall likewise apply to the Respiratory Therapists and Respiratory Therapy Supervisors employed at John Dempsey Hospital.

For employees working twelve-hour (12) shifts at UCONN in these titles, Article 19 as amended by this agreement, shall prevail however, any hours worked between 3pm and 7am shall be entitled to shift differential.

VI. Effective May 1, 2022, the Respiratory Therapists, Lead Respiratory Therapists, and Respiratory Therapy Supervisors shall be compensated as follows:

- The compensation grade for the job classification of Respiratory Therapist, class code 3881, shall be updated to the level of FK20.
- The compensation grade for the job classification of Lead Respiratory Therapist, class code 4445, shall be updated to the level of FK23.
- The compensation grade for the job classification of Supervising Respiratory Therapist, class code 6884, shall be updated to the level of FK25.
- Incumbents employed in the classifications of Respiratory Therapist (3881), Lead Respiratory Therapist (4445) and Supervising Respiratory Therapist (6884) shall have their compensation calculated based on the salary plan noted above.

VII. SCHEDULED PAYMENT DATES

A. General Wage Increases

Effective	Increases	Pay Period	Check Date
07/01/2025	2.5%	05/15/2026 - 05/28/2026	06/12/2026
07/01/2026	2.5%	06/26/2026 - 07/09/2026	07/24/2026
07/01/2027	2.5%	06/25/2027 - 07/08/2027	07/23/2027

B. Annual Increments and Lump Sum Payments for Maximum Step Employees

Effective	Increases	Pay Period	Check Date
01/01/2026	2.5%	05/15/2026 - 05/28/2026	06/12/2026
01/01/2027	2.5%	12/25/2026 - 01/07/2027	01/22/2027
01/01/2028	2.5%	12/24/2027 - 01/06/2028	01/21/2028

C. Uniform Allowance

Effective	Pay Period	Check Date
07/01/2025	06/13/2025-06/26/2025	07/10/2025
07/01/2026	06/12/2026-06/25/2026	07/09/2026
07/01/2027	06/11/2027-06/24/2027	07/08/2027
07/01/2028	06/09/2028-06/22/2028	07/06/2028

VIII. RETROACTIVE PAY

A. ACTIVE EMPLOYEES

Payments should be identified separately and coded with the applicable code. Such payments are subject to mandatory deductions: federal withholding tax and state income tax annualized, social security tax, retirement contributions and garnishments (if applicable).

IX. PAYROLL PROCEDURES

A. Payment Detail of the Retroactive Increases:

On the Timesheet Page: Amount; Time Reporting Code XRTRA

**** Agencies who elect to use the new automated process, the retroactive earnings will load to Additional Pay and not the Timesheet on the Additional Pay Page: Amount; Earnings Code RTR.**

B. Lump Sum(s) Payment

On the Timesheet Page: Amount; Time Reporting Code XMISP

On the Additional Pay Page: Amount; Earnings Code MPS

Lump sum payments are subject to mandatory deductions, i.e., federal withholding and state income tax annualized, social security tax and retirement contributions and (if applicable) garnishments.

C. One - Time Bonus

On the Timesheet Page: Amount; Time Reporting Code XMISP, use Comments if needed

On the Additional Pay Page: Amount; Earnings Code MPA, use Reason if needed

D. Longevity

Core-CT will provide notification at the proper time for the payment of longevity.

E. In Charge Pay

On the Timesheet Page: Amount; Time Reporting Code XINCA

On the Additional Pay Page: Amount; Earnings Code INC

F. Night Duty Payment

On the Timesheet Page: Amount; Time Reporting Code XMISA

On the Additional Pay Page: Amount; Earnings Code MIS

G. Retention Stipend

On the Timesheet Page: Amount; Time Reporting Code XRTSA

On the Additional Pay Page: Amount; Earnings Code RTS

H. Annual Bonus Payments

On the Timesheet Page: Amount; Time Reporting Code XMERA

On the Additional Pay Page: Amount; Earnings Code MER

I. EMT Stipend

On the Timesheet Page: Amount; Time Reporting Code XSKPA

On the Additional Pay Page: Amount; Earnings Code SKP

J. Bilingual Stipend

On the Timesheet Page: Amount; Time Reporting Code XSKPA

On the Additional Pay Page: Amount; Earnings Code SKP

K. Shoe Allowance

On the Timesheet Page: Amount; Time Reporting Code XSHUA

On the Additional Pay Page: Amount; Earnings Code SHU

L. Uniform Allowance

On the Timesheet Page: Amount; Time Reporting Code XUNUFA

On the Additional Pay Page: Amount; Earnings Code UNF

M. Shift Differential

On the Timesheet Page: Hours; Shift 1; Account 50180 or Hours: Shift 2 (Time and a Half); Account 50180 or Amount; Shift 3; Account 50180

On the Additional Pay Page: Hours or Amount; Earnings Code SD1 (Shift 1); Account 50180 or Hours or Amount; Earnings Code SD2 (Shift 2); Account 50180 or Amount; Earnings Code SD3 (Shift 3); Account 50180

N. Standby Pay

On the Timesheet Page: Account; Time Reporting Code XOCXA

On the Additional Pay Page: Amount; Earnings Code OCH

O. On-Call Rate – UCHC

On the Additional Pay Page: Amount; Earnings Code NRR

P. Cellular Telephone Stipend

On the Timesheet Page: Amount; Time Reporting Code XNRTS

On the Additional Pay Page: Amount; Earnings Code NRQ

Q. License Fee

On the Timesheet Page: Amount; Time Reporting Code XNRRA

On the Additional Pay Page: Amount; Earnings Code AUT

R. Vehicle Use

On the Timesheet Page: Amount; Time Reporting Code XAUTA

On the Additional Pay Page: Amount; Earnings Code AUT

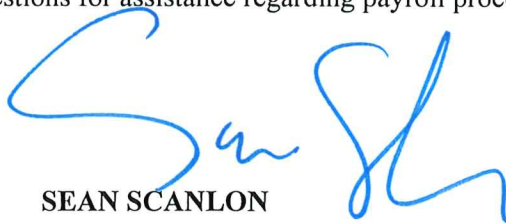
S. Stipend for Respiratory Therapist and Respiratory Therapy Supervisor

On the Timesheet Page: Amount; Time Reporting Code XRTSA

On the Additional Pay Page: Amount; Earnings Code RTS

IX. GENERAL

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



SEAN SCANLON
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