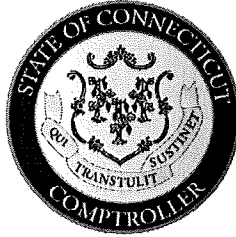


SEAN SCANLON
STATE COMPTROLLER



TARA DOWNES
DEPUTY COMPTROLLER



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

MEMORANDUM NO. 2026-14

June 11, 2026

TO THE HEADS OF ALL STATE AGENCIES

Attention: Chief Administrative and Fiscal Officers

Subject: DCF Program Supervisors Bargaining Unit (P-8)

I. AUTHORITY

The collective bargaining agreement between the State of Connecticut and DCF Program Supervisors (P-8) bargaining unit for the period of July 1, 2025, through June 30, 2029.

II. 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

Effective and retroactive to July 1, 2025, the annual base salary shall be increased by 2.5% for Program Supervisors who are active employees in the bargaining unit.

Effective July 1, 2026, the annual base salary for all Program Supervisors shall be increased by 2.5%. The increase shall apply to all Program Supervisors who are active employees in the bargaining unit on July 1, 2026.

Effective July 1, 2027, the annual base salary for all Program Supervisors shall be increased by 2.5%. The increase shall apply to all Program Supervisors who are active employees in the bargaining unit on July 1, 2027.

B. Annual Increments

Effective and retroactive to the pay period that includes January 1, 2026, bargaining unit members shall receive an increment of two percent (2.0%) movement within salary range in fiscal year 2025-2026, but not to exceed the maximum of the salary range. Those bargaining unit members at the maximum rate of the salary schedule shall receive a lump sum payment of two percent (2.0%) of their salary, minus the

percentage value of any increment they received on that date. This retroactive increment shall be paid to Program Supervisors who are active employees in the bargaining unit.

Effective January 1, 2027, bargaining unit members shall receive an increment of two percent (2.0%) movement within salary range in fiscal year 2026-2027, but not to exceed the maximum of the salary range. Those bargaining unit members at the maximum rate of the salary schedule shall receive a lump sum payment of two percent (2.0%) of their salary, minus the percentage value of any increment they received on that date.

Effective January 1, 2028, bargaining unit members shall receive an increment of two percent (2.0%) movement within salary range in fiscal year 2027-2028, but not to exceed the maximum of the salary range. Those bargaining unit members at the maximum rate of the salary schedule shall receive a lump sum payment of two percent (2.0%) of their salary, minus the percentage value of any increment they received on that date.

**** Wage and AI re-opener for FY29 (no sooner than January 1, 2028)**

C. Compensatory Time

Program supervisors shall be eligible for pre-approved compensatory time after forty-eight (48) hours of work per week.

Program supervisors are expected to use compensatory time within twelve (12) months after it is earned; such accumulation shall expire after twelve (12) months.

Program supervisors shall record all hours worked in a manner determined by the employer. DCF will maintain records concerning the earning and usage of compensatory time within the bargaining unit based on payroll records. The Union may request such records no more than once per quarter on a calendar-year basis.

III. SCHEDULED PAYMENT DATES

A. General Wage Increases

Effective	Increase	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

Effective	Increase	Pay Period	Check Date
01/01/2026	2.0%	05/15/2026 - 05/28/2026	06/12/2026
01/01/2027	2.0%	12/25/2026 - 01/07/2027	01/22/2027
01/01/2028	2.0%	12/24/2027 - 01/06/2028	01/21/2028

IV. 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. Implementation of General Wage Increases

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

C. Retro Lump Sum(s) Payment

On the Timesheet Page: Amount; Time Reporting Code XMISP

On the Additional Pay Page: Amount; Earnings Code ULS

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.

D. 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, retirement contributions and garnishments (if applicable.)

V. 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
STATE COMPTROLLER

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