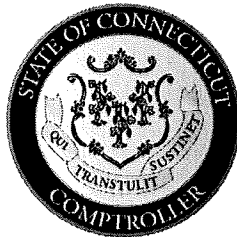


SEAN SCANLON
STATE COMPTROLLER



TARA DOWNES
DEPUTY COMPTROLLER



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

MEMORANDUM NO. 2026-17

June 11, 2026

TO THE HEADS OF ALL STATE AGENCIES

Attention: Chief Administrative and Fiscal Officers

Subject: Social and Human Services (P-2) Collective Bargaining Unit Contract July 1, 2025,
through June 30, 2029.

I. AUTHORITY

The collective bargaining agreement between the State of Connecticut and the Social and Human Services (P-2) 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 Wages Increases

Effective and retroactive to July 1, 2025, the annual base salary shall be increased by 2.5% for those who are active employees and in the bargaining unit on the date of legislative ratification and for employees who retired after July 1, 2025.

Effective 07/01/2026 the annual base salary shall be increased by 2.5% for those who are active employees and in the bargaining unit.

Effective 07/01/2027 the annual base salary shall be increased by 2.5% for those who are active employees and in the bargaining unit.

****Wage reopener for 2028 – 2029 (for effective date July 1, 2028).**

B. Annual Increments

Retroactive to July 1, 2025, the annual increment for the 2025-2026 contract years shall be paid for those who are active employees and in the bargaining unit on the date of legislative ratification and those employees who retired after July 1, 2025, who were otherwise eligible.

Effective 07/01/2026 employees shall receive their annual increments payments on time for active employees who are in the bargaining unit.

Effective 07/01/2027 employees shall receive their annual increments payments on time for active employees who are in the bargaining unit.

Effective and retroactive to July 1, 2025, those employees who are in the maximum step of the salary schedule, who receive no annual increment, shall receive a lump sum payment of one thousand dollars (\$1,000).

For contract years 2026-2027 and 2027-2028, employees will continue to be eligible for annual increments in accordance with existing practice. The top step bonus of one thousand dollars (\$1,000) for employees who are on the maximum step of the salary schedule who receive no annual increment shall be paid on the paycheck date when increments are paid.

III. TUITION REIMBURSEMENT

The state will allocate for tuition reimbursement three hundred fifty thousand dollars (\$350,000) effective upon legislative approval and retroactive to July 1, 2025. Effective July 1, 2026, the allocation shall increase to \$400,000 annually thereafter for each year of this agreement.

Employees must be aware that receipt and amount of reimbursement is not guaranteed and depends on availability of funds.

IV. 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

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

V. 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. 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.

C. Payment of Lump Sum(s)

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.)

D. Night 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

E. Weekend 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

F. Daily Auto Usage Fee

On the Timesheet Page: Amount; Time Reporting Code XAUTA

On the Additional Pay Page: Amount; Earnings Code AUT

G. Home and Office Premium

On the Timesheet Page: Amount; Time Reporting Code XHOMA

On the Additional Pay Page: Amount; Earnings Code HOM

H. Standby

On the Timesheet Page: Amount; Time Reporting Code XOCXA

On the Additional Pay Page: Amount; Earnings Code OCA

On the Timesheet Page: Units; Time Reporting Code XOCCH

On the Additional Pay Page: units; Earnings Code OC2

On the Timesheet Page: Units; Time Reporting Code XOCDH

On the Additional Pay Page: Units; Earnings Code OC3

I. In Charge Pay Amount

On the Timesheet Page: Time Reporting Code XINCA

On the Additional Pay Page: Amount Earnings Code, INC

VI. 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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