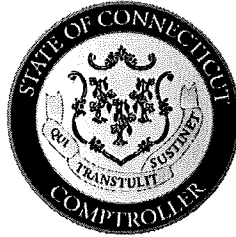


SEAN SCANLON
STATE COMPTROLLER



TARA DOWNES
DEPUTY COMPTROLLER



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

MEMORANDUM NO. 2026-21

June 11, 2026

TO THE HEADS OF ALL STATE AGENCIES

Attention: Chief Administrative and Fiscal Officers
Subject: Connecticut Police and Fire Union (NP-5) Bargaining Unit Employees
Contract July 1, 2025, to June 30, 2029

I. AUTHORITY

The collective bargaining agreement between the State of Connecticut and the Connecticut Police and Fire Union (NP-5) bargaining unit for the July 1, 2025, through June 30, 2029.

II. TRAINING

The State will allocate ninety thousand dollars (\$90,000) for the Connecticut Police & Fire Training and Tuition Fund for the purpose of enabling employees to participate in outside training programs, workshops, seminars, and vocational training courses each year of the contract.

III. LEAVE

A. Personal Leave

Each full-time permanent bargaining unit employee shall be entitled to twenty-four (24) hours of personal leave with pay in each calendar year.

IV. 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

Employees are encouraged to participate in direct deposit of their pay checks.

Effective and retroactive to July 1, 2025, the annual base salary shall be increased by 2.5% for all active employees. 2.5% shall be extended and retroactive to employees who retired on or after 07/01/2025.

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 re-opener for FY2029 (effective date July 1, 2028).

B. Annual Increments

Retroactive to July 1, 2025, the annual increment shall be awarded to eligible active employees in the bargaining unit, and eligible employees who retired on or after 07/01/2025. Those employees eligible for a top step bonus payment shall receive such payments when increments would normally apply.

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.

**Wage re-opener for FY2029 (for effective date July 1, 2028).

C. Shoe Allowance

On or about September 2026, each employee shall receive one hundred and sixty dollars (\$160) for the purchase of appropriate shoes. Effective 07/01/2027 and each contract year thereafter, the shoe allowance shall be two hundred dollars (\$200) paid on or about September 1st.

D. Annual Skill Premium

- a. Certified Emergency Medical Technicians shall be paid an annual skill premium of \$475 each year of the contract on or about October 1st. For employees required by agencies to maintain such certifications, the skill premium shall be \$725 effectively July 1, 2026.
- b. Certified Advanced Emergency Medical Technicians shall be paid an annual skill premium of \$600 each year of the contract on or about October 1st. For employees required by agencies to maintain such certifications, the skill premium shall be \$850 effectively July 1, 2026.
- c. Licensed Paramedic who works in area that such training is job related (i.e., Police, Fire) shall be paid a skill premium of \$6,000 effectively July 1, 2026. For each contract year the annual premium shall be paid in quarterly installments commencing in October.
- d. Employees required by agencies to be certified as an Emergency Medical Responder shall be paid \$225 for annual skill premium.
- e. There shall be no pyramid of skill premium benefits for those holding multiple certifications.

V. SHIFT AND WEEKEND DIFFERENTIAL

Employees shall be entitled to weekend differential payments for all hours worked between the hours of 11:00 pm Friday and 11:00 pm Sunday. The differential rate should be as follows:

	Weekdays	Weekend
Effective date	Amount	Amount
07/01/2025	\$0.95	\$0.85
07/01/2026	\$1.10	\$1.00
07/01/2027	\$1.25	\$1.15
07/01/2028	\$1.35	\$1.25

VI. 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

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. Shoe Allowance

Effective	Pay Period	Check Date
09/01/2026	08/07/2026 – 08/20/2026	09/04/2026
09/01/2027	08/06/2027 – 08/19/2027	09/03/2027
09/01/2028	08/04/2028 – 08/17/2028	09/01/2028

D. Annual Skill Premium (EMTs)

Effective	Pay Period	Check Date
10/01/2026	09/04/2026 – 09/17/2026	10/02/2026
10/01/2027	09/03/2027 – 09/16/2027	10/01/2027
10/01/2028	09/15/2028 – 09/28/2028	10/13/2028

VII. 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 the 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.

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.)

E. Temporary Service in a Higher Class

On the Timesheet Page: Units; Time Reporting Code XPYD2

On the Additional Pay Page: Units; Earnings Code PD2

F. Shoe Allowance

On the Timesheet Page: Amount; Time Reporting Code XSHUA

On the Additional Pay Page: Amount; Earnings Code SHU

G. Clothing Allowance

On the Timesheet Page: Amount; Time Reporting Code XCLNA

On the Additional Pay Page: Amount; Earnings Code CLN

H. Home Office Differential

On the Timesheet Page: Amount; Time Reporting Code XHOMA

On the Additional Pay Page: Amount; Earnings Code HOM

I. Hazardous Duty Pay

On the Timesheet Page: Hours; Time Reporting Code XHDPH

On the Additional Pay Page: Hours; Earnings Code HDP

J. Hazardous Duty Pay

On the Timesheet Page: Units; Time Reporting Code XHDSH

On the Additional Pay Page: Units; Earnings Code HDS

K. Hazardous Duty Pay

On the Timesheet Page: Amount; Time Reporting Code XHDXA

On the Additional Pay Page: Amount; Earnings Code HDA

L. Skill Premium (EMTs)

On the Timesheet Page: Amount; Time Reporting Code XSKPA

On the Additional Pay Page: Amount; Earnings Code SKP

M. Special Equipment Premium

On the Timesheet Page: Units; Time Reporting Code XSIDH

On the Additional Pay Page: Units; Earnings Code SIS

N. Special Equipment Premium

On the Timesheet Page: Units; Time Reporting Code XPYD3

On the Additional Pay Page: Units; Earnings Code PD3

O. Motor Vehicle Differential

On the Timesheet Page: Units; Time Reporting Code XLDIF

On the Additional Pay Page: Units; Earnings Code LDF

P. Dog Handler Stipend

On the Timesheet Page: Amount; Time Reporting Code XK9SA

On the Additional Pay Page: Amount; Earnings Code K9C

Q. Premium Groton/New London Airport

On the Timesheet Page: Units; Time Reporting Code XSKPH

On the Additional Pay Page: Units; Earnings Code SPF

R. On-Call/Standby

On the Timesheet Page: Amount; Time Reporting Code XOCXA

On the Additional Pay Page: Amount; Earnings Code OCA or Units; Earnings Code OC1

S. Instructional Stipend

On the Timesheet Page: Amount; Time Reporting Code XMISA

On the Additional Pay Page: Amount; Earnings Code MIS

T. Shift Differential

On the Timesheet Page: Units; Time Reporting Code XSHKF

On the Additional Pay Page: Units; Earnings Code F71

U. Weekend Differential

On the Timesheet Page: Amount; Time Reporting XWDG

On the Additional Pay Page: Amount; Earnings Code WD7

V. Uniforms

On the Timesheet Page: Amount; Time Reporting Code XUNFA

On the Additional Pay Page: Amount; Earnings Code UNF

W. Hazardous or Unpleasant Duty

On the Timesheet Page: Amount; Time Reporting Code XHDXA

On the Additional Pay Page: Units; Earnings Code HD1

VIII. 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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