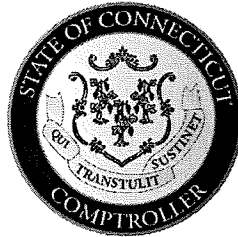


SEAN SCANLON
STATE COMPTROLLER



TARA DOWNES
DEPUTY COMPTROLLER



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

INTERDEPARTMENTAL MEMORANDUM

June 08, 2026

To: The Honorable Ronnell Higgins, Commissioner
Department of Emergency Services and Public Protection
1111 Country Club Road
Middletown, Connecticut 06457

Subject: Connecticut State Employees Association (NP-9) Contract July 1, 2025, through June 30, 2029

I. AUTHORITY

The collective bargaining agreement between the Connecticut State Employees Association and the State of Connecticut effective July 1, 2025, through June 30, 2029.

II. SICK LEAVE BANK

An employee shall be eligible to use sick leave benefits from the bank when the employee has been employed by the State for 3 months or more.

Benefits shall be paid at the rate of one-half (1/2) day for each illness or injury. Payments shall begin on the tenth (10th) day after exhaustion of leave or Workers' Compensation. No employee shall be eligible to draw from the bank more than once per contract year.

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

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

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.

B. Lump Sum Payments

Effective July 1, 2026 (the July 2025 lump sum having already been paid), each bargaining unit employee at every salary level in each classification, namely Lieutenant and Captain, shall receive a 2% lump sum payment calculated on the salary levels for the forthcoming contract year.

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

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).

C. Overtime Compensatory Time

In extraordinary circumstances Overtime Compensatory Time may be paid in cash as the State's option, in lieu of providing compensatory time off, in any workweek or work period. In such instances, cash overtime compensation shall be paid at a rate of one and one-half (1 ½) the rate the employee is actually paid per hour. Effective October 1, 2027, when an employee is ordered to work off shift outside the home by the Colonel or their designee, time and one-half shall be paid unless the employee requests to receive compensatory time.

D. Movement Through Classification Salary Levels

Each bargaining unit employee in each classification whose year in rank qualifies that officer for advancement to a higher salary level shall move to that salary level effective the first full pay period following the date of their appointment to the applicable rank in accordance with the 0-3, 3+ and 5+ salary levels.

IV. MILITARY LEAVE

A full-time permanent employee who is a member of the armed forces of the State or any reserve component of the armed forces of the United States shall be entitled to military leave with pay for required training, provided such leave does not exceed fifteen days (15) in a year.

Employee(s) who are ordered to active duty as a result of an unscheduled emergency (natural disaster or civil disorder) shall be entitled to military leave with pay not to exceed thirty (30) calendar days in a calendar year. During such leave the employee's position shall be held, and the employee shall be credited with such time for seniority purposes.

V. ACCIDENTAL DEATH OR DISMEMBERMENT

The State will continue its existing accidental death and dismemberment policy (\$50,000 per employee).

The State will reimburse the Connecticut State Police Commissioned Officer Association (NP-9) up to \$25,000 for costs associated with the funeral services for any NP-9 member's line of duty death.

VI. NEW – DRUG TESTING

The parties agree that the critical mission of law enforcement justifies maintenance of a drug free work environment through the use of a reasonable drug testing/screening program. Therefore, in order to ensure the integrity of the Connecticut State Police and to preserve public trust and confidence in a fit and drug-free law enforcement profession, the State and the Union agree to implement a drug testing/screening program.

VII. NEW – PILOT PROGRAM

Within 90 days of legislation ratification, the agency shall create a Duty Commander pilot program to provide supervisory coverage during off-hours. The Duty Commander shall serve as the initial point of contact for all incidents requiring Troop Command notification, inter-district coordination, and command-level decision-making support. The pilot program shall last for one year but may be extended mutual agreement.

VIII. 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. Lump Sum(s) Payment

On the Timesheet Page: Amount; Time Reporting Code XMISA

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.

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
STATE COMPTROLLER

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