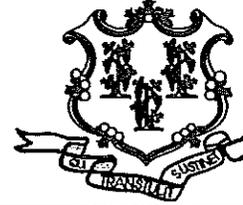




DEPARTMENT OF ADMINISTRATIVE SERVICES



STATE OF CONNECTICUT

TO: AGENCY HEADS & AGENCY HUMAN RESOURCES ADMINISTRATORS  
DT: March 22, 2013  
RE: Public Act 12-01 – Changes to Longevity for Employees  
Exempt from Collective Bargaining

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Donald J. DeFronzo  
Commissioner

## INTRODUCTION

In December 2012, a Deficit Mitigation Plan for Fiscal Year 2013 was passed that included changes to longevity payments for classified and unclassified officers and employees of the executive branch, the constituent units of higher education and the Board of Regents for Higher Education who are not included in a collective bargaining unit.

In general, Public Act 12-1 (Dec. Spec. Sess.) provides that:

- (1) Final lump sum longevity payments will be made to eligible employees in April 2013 and
- (2) Effective the first pay period following July 1, 2013 such employees who receive a longevity payment in April 2013, shall be increased by the annualized amount of the longevity payment paid on the last regular pay day of April 2013.

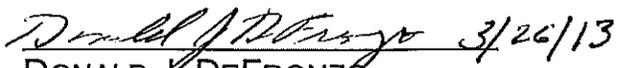
## SUMMARY CHANGES TO LONGEVITY FOR EMPLOYEES EXEMPT FROM COLLECTIVE BARGAINING

More specifically, Public Act 12-1 (Dec. Spec. Sess.) provides for the following:

- Each employee in the state service who has completed not less than ten years of state service and who is not included in any collective bargaining unit, except those employees whose compensation is prescribed by statute, shall receive a lump-sum longevity payment on the last regular pay day of April 2013, based on service completed as of the first day of September 2011, determined in accordance with the longevity rate schedule established for the employee's class of position by the Commissioner of Administrative Services.
- If an employee who received a longevity payment in October 2012 retires between October 1, 2012, and March 31, 2013, inclusive, s/he shall receive, in the month immediately following retirement, a prorated payment based on the proportion of the six-month period served prior to the effective date of the employee's retirement.

- No longevity payment (full or pro-rated) shall be made to any employee in the state service who is not included in any collective bargaining unit after April 2013.
- Effective the first pay period after July 1, 2013, the annual salary of any employee in state service who is not included in any collective bargaining unit, except those employees whose compensation is prescribed by statute, who received a longevity payment in April 2011, shall be increased by the annualized amount of the longevity payment paid in April 2013. For example, an employee earning an annual salary of \$80,000 and receiving a longevity payment of \$1444.00 in April 2013 would have an annual salary of \$82,888.00 effective July 12, 2013.

More detailed information and new salary plans will be issued by the Department of Administrative Services at a later date. Human Resources Professionals should direct questions concerning this information to: [Shari.Grzyb@CT.Gov](mailto:Shari.Grzyb@CT.Gov) or [Heather.Tweeddale@CT.Gov](mailto:Heather.Tweeddale@CT.Gov). Employees should contact their Human Resources Office directly.

 3/26/13  
DONALD J. DEFRONZO  
COMMISSIONER

13-02