



May 9, 2021

The Honorable Ned Lamont
Governor
Office of the Governor
210 Capitol Ave
Hartford, CT 06106

Dear Governor Lamont,

Managerial and Exempt Employees United (M+E), an affiliate of AFT Connecticut, is aware that salary adjustments have not been included in the proposed biennium budget for managerial employees and that managers for several job classes were given up to a 10% salary adjustment at the Office of Policy and Management through a DAS job description change. As the executive committee of M+E, we are requesting that consideration be given to a salary adjustment for managerial and exempt employees this fiscal year and in future fiscal years.

Since 2015, managerial and exempt employees have only received one three and half percent cost of living adjustment (COLA). There have not been merit raises for managers for even longer. In addition, managerial and exempt employees are now also seeing further cuts into their paychecks with the deductions for the Paid Family Medical Leave Authority beginning.

As bargaining unit employees have received both step increases and COLA increases, managers have been left making less money than they were in 2009. Based on conservative data from the Department of Administrative Services and the Office of Policy and Management, managers will be earning 85% of their 2009 salaries compared to the 105% of unionized employees salaries when accounting for raises, deductions, and inflation by 2023.

M+E is respectfully requesting a salary adjustment to bring the salaries of managerial employees in line with bargaining unit employees. **Specifically, we are asking for a retroactive 5% increase for this past fiscal year and a 3.5% increase once each year over the next biennium.** This would help the issues of compression and in some cases of inversion of salaries between managers and bargaining unit employees.

The Connecticut Creates report cites information that managers have known and experienced in the past 6+ years:

- Managers feel disrespected and undervalued
- Managers are seeing compression and inversion of their salaries
- Managers are taking demotions to bring more money home to their families

- Employees will not take promotions into managerial positions

All of these issues have come to a head with managers after learning about the pay raises given to managers at OPM. Though the reasons Secretary McCaw gave are valid for her agency, they are also true throughout state government, at every agency. Manager morale has never been lower; especially after hearing that “competent and quality” staff deserved raises as managers at other state agencies work tirelessly everyday to provide quality services to Connecticut’s residents.

In 2022 when many managers are slated to retire from state service, these issues will only get worse. With the retirements, there will also be an exodus of institutional knowledge across state agencies. It is our hope, that in addition to addressing the disparities in pay, the salary adjustments may also incentivize some workers who may be eligible to retire to stay longer and for more employees to enter into the managerial class. It would also allow time for a further study of the barriers to recruitment and retention in the managerial class as outlined in HB 6381, which is currently on the House calendar.

We thank you for your time and your consideration of this important matter. We would welcome any questions or further conversation regarding managerial and exempt employee compensation.

Sincerely,

Monika L. Nugent, President
Nicholas Jerard, Vice President
Amy Ravitz, Secretary-Treasurer
Kendres Lally, Member at Large