

## MEMORANDUM OF UNDERSTANDING

The Office of Labor Relations, State of Connecticut, hereinafter referred to as the "State" on behalf of the Department of Administrative Services, hereinafter referred to as "DAS" and in conjunction with the Department of Information Technology, hereinafter referred to as "DOIT" has engaged the Connecticut State Employees Association, hereinafter referred to as "CSEA" or the "Union" on behalf of the Engineering, Scientific and Technical Bargaining Unit (P-4) in negotiations on the subject of Information Technology Job Classifications and the appropriate compensation for said job classes. The State and the Union have agreed as follows:

1. The Union and the State agree that the current Information Technology classifications will be cancelled and current employees will be slotted into new classifications as set forth herein. The new classification specifications are attached hereto. The parties agree that the new classifications shall be compensated on the EU Pay Plan.
2. By virtue of negotiations between the State and the union the following class titles shall be designated at the EU pay plan salary group as indicated below:

Information Technology Technician Trainee	15
Information Technology Analyst Trainee	18
Information Technology Technician	17
Information Technology Analyst 1	23
Information Technology Analyst 2	28
Information Technology Analyst 3	30
Information Technology Supervisor	32
Information Technology Subject Matter Expert	32
Computer Operations Supervisor	26

3. It is herein acknowledged by the State and the Union that the job classifications identified in item #2, above, represent class consolidations utilizing the existing IT classes (as of the date immediately preceding this Agreement). It is furthermore recognized by the State and the Union that these class

consolidations are made to enhance recruitment and to promote retention.

4. Notwithstanding the class consolidations as referenced in item #3, the class of Information Technology Analyst Trainee is a new classification established to assist in recruitment of College graduates who have obtained a Bachelor degree in Information Technology as specified in the job specification. Likewise, a class of Information Technology Technician Trainee has been established for the principal purpose of recruiting graduates with an Associates degree in the technology field.
5. It is herein understood and agreed that those employees within the classes of User Support Specialist and Data Processing Data Control Specialist 1 (as of the date preceding this Agreement) shall assume the classification of Information Technology Technician.
6. The following classes, by virtue of this Agreement, are consolidated into the classification of Information Technology Analyst 1:

Data Processing Technical Specialist 1  
Programmer  
Data Processing Control Specialist 2  
Data Processing Control Specialist 3  
Data Processing Technical Specialist 2  
Systems Developer 1

The incumbents in the above classes shall assume the class of Information Technology Analyst 1. Notwithstanding the above classification designation those employees (incumbents) in the classes of Data Processing Technical Specialist 2 and Systems Developer 1 shall upon the effective date of this Agreement be "red circled" at salary group EU 24. Any replacement or new hires for these incumbents as Information Technology Analyst 1 shall be at the salary group EU 23.

7. The following classes, by virtue of this Agreement, are consolidated into the classification of Information Technology Analyst 2:

Date Processing Technical Analyst 1  
Date Processing Technical Analyst 2  
Systems Developer 2  
Systems Developer 3

The incumbents in the above classes shall assume the class of Information Technology Analyst 2.

8. The following classes, by virtue of this Agreement, are consolidated into the classification of Information Technology Analyst 3:

Data Processing Technical Analyst 3  
Systems Developer 4

The incumbents in the above classes shall assume the class of Information Technology Analyst 3.

9. The State recognizes that within the classification of Systems Developer 4 there have been two categories of employees. One is the supervisory employees with supervision being the primary function. The other is the highly technical expert without supervisory responsibility. As consequence of this recognition and by virtue of this Agreement two separate classes have been established: Information Technology Supervisor and Information Technology Subject Matter Expert. Appended to this Agreement is a designation of each (current) Systems Developer 4 with his/her allocation into the newly consolidated classes. Those employees not identified as Supervisor (S) or Subject Matter Expert (SME) shall be classified as Information Technology Analyst 3.
10. Appended to this Agreement is a designation of each (current) Data Processing Technical Analyst 4 with his/her allocation into the newly consolidated classes. Those employees not identified as Supervisor (S) or Subject Matter Expert (SME)

shall be red-circled in the current class of Data Processing Technical Analyst 4. Any future replacement of one of these red-circled individuals will be at either the Supervisor or the Subject Matter Expert class. Notwithstanding the foregoing, the various employing agencies of the red-circled individuals may submit information and a request to change the status of such employees to Supervisor or Subject Matter Expert. Such request shall be submitted on or before September 1, 2007 to the Department of Administrative Services. The Union will be notified of all requests and the disposition of those requests. This item (item #10) of this Agreement is not a waiver of the rights provided under Appendix "A" of the Collective Bargaining Agreement (CSEA, P-4 Agreement).

11. By virtue of this Agreement the classes of Computer Operations Supervisor 1 and Data Processing Data Control Supervisor will be consolidated into the classification of Computer Operations Supervisor. The incumbent employees shall assume the class of Computer Operations Supervisor.
12. The class of Computer Operations Supervisor 2 shall be eliminated. The two incumbents shall be reclassified. Mr. Morris will be reclassified to Information Technical Analyst 2; Mr. Davis shall be reclassified to Data Processing Manager 1.
13. In all cases herein where employees are assuming the new consolidated classes, said employees shall be compensated in the new established class by the "round-up method" (that rate closest but not less than the employee's current rate). This will include the red-circled employees referenced in item number 6.
14. The State acknowledges that career mobility is a desired goal within the State classification systems and that it is in the interests of the workforce to facilitate mobility. Furthermore, the State recognizes that CGS Sec. 5-228 encourages the filling of vacancies first by reemployment rights (reemployments lists); promotion within the agency; from a statewide list; by original appointment.

15. Resultant of the consolidation of classes and consistent with the expressed recruitment purpose of these consolidations, all previously agreed upon classification hiring rate are deemed void and cancelled. Notwithstanding the preceding sentence, any outstanding disputes regarding the rate of hire of employees hired prior to the implementation of this Agreement shall be resolved outside of this Agreement.
16. Consistent with the SCOPE Agreement and the practice associated with class upgrading, the new consolidated classification of Computer Operations Supervisor shall be eligible for shift differential and overtime compensation at a rate of one and one-half time for hours worked in excess of forty in any one workweek.
17. In recognition of the negotiated aspects of the IT classes herein identified, the State and the Union agree that these newly consolidated classes are exempt from the objective job evaluation process. As such these consolidated classes remain subject to collective bargaining; however, DAS shall review these classes on a five (5) year basis (each five years from the date of this Agreement). The Union will be provided with the DAS review results at which time the Union may demand its negotiating rights.
18. The effective date of this Agreement and the resultant compensation adjustments is July 6, 2007 except that employees with July annual increment dates shall have their adjustments effective June 22, 2007. Currently, those employees with July increment dates have been identified below:

Gene VanBlaricom	DEP
Elwon Rosenbaum	DOIT
Virginia Calamari	DMHAS
Richard Nucci	DOIT
Ruth Flores	DRS
Hattie Benson	DMHAS

For the State: \s\ Robert L. Curtis      Date: 6/28/07

For the Union: \s\ Robert D. Rinker      Date: 6/28/07