

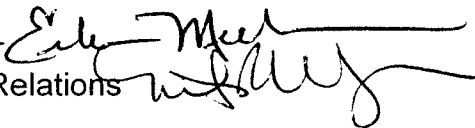
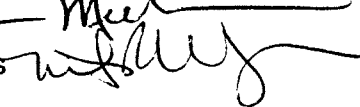
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**ADMINISTRATIVE SERVICES DIVISION  
HUMAN RESOURCE MANAGEMENT UNIT**

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Eileen F. Meehan, Personnel Manager

TO: Supervising Judicial Marshal Mark O'Brien  
Supervising Judicial Marshal Kevin Grosse

FROM: Eileen Meehan, Personnel Manager   
Vicki P. Marino, Manager of Labor Relations 

DATE: June 17, 2011

RE: MEMORANDUM OF AGREEMENT – SEBAC 2011

Attached is the Memorandum of Agreement that incorporates the agreed to language as a result of our earlier negotiations.

Once this MOA is ratified by the members of your union it will be submitted through the established process for signature.

There shall be no annual increment or lump sum payments for the 2010-2011 contract year.

There shall be no annual increment or lump sum payments for the 2011-2012 contract year.

There shall be no annual increment or lump sum payments for the 2012-2013 contract year.

Annual increments and lump sum payments shall be paid on time in contract years 2013-2014, 2014-2015 and 2015- 2016 and be effective on the first day of the pay period that includes January 1.

Employees at the maximum step of the salary plan who have ceased receiving annual increments shall be eligible for a lump sum payment of seven hundred and fifty dollars (\$750). Such payments will be prorated for part time employees.

Section 3. Longevity. Employees shall continue to be eligible for longevity payments for the life of the contract in accordance with existing practice except as noted below.

In no event shall any employee first hired on or after July 1, 2011 be entitled to a longevity payment; provided, however, any individual hired on or after said date who shall have military service which would count toward longevity under current rules shall be entitled to longevity if they have the necessary service requirement in the future.

For current employees, no service shall count toward longevity for the two year period beginning January 1, 2012 through December 31, 2013. Effective January 1, 2014, any service accrued during that period shall be added to their service for the purpose of determining their eligibility and level of longevity entitlement.

In accordance with the 2011 SEBAC agreement on longevity payments for uncapped units, longevity for October 2011 shall be reduced by the amount of the longevity payment that would have been made to eligible employees in the NP-8 Correctional Supervisors bargaining unit, LT grade. Payment shall be as follows:

YEARS	10-14	15-19	20-24	25+
			\$	
SG 01	\$ 346.75	\$ 693.50	1,040.25	\$ 1,387.00

Layoffs that occur after June 30, 2015, if any, shall be treated in accordance with the collective bargaining agreement. Any employee who is laid-off after June 30, 2015 shall have available any and all rights set forth under the SEBAC Placement and Training Agreement.

June 17, 2011