

Testimony of

Michael Mendick
M&E, AFT Local 6577

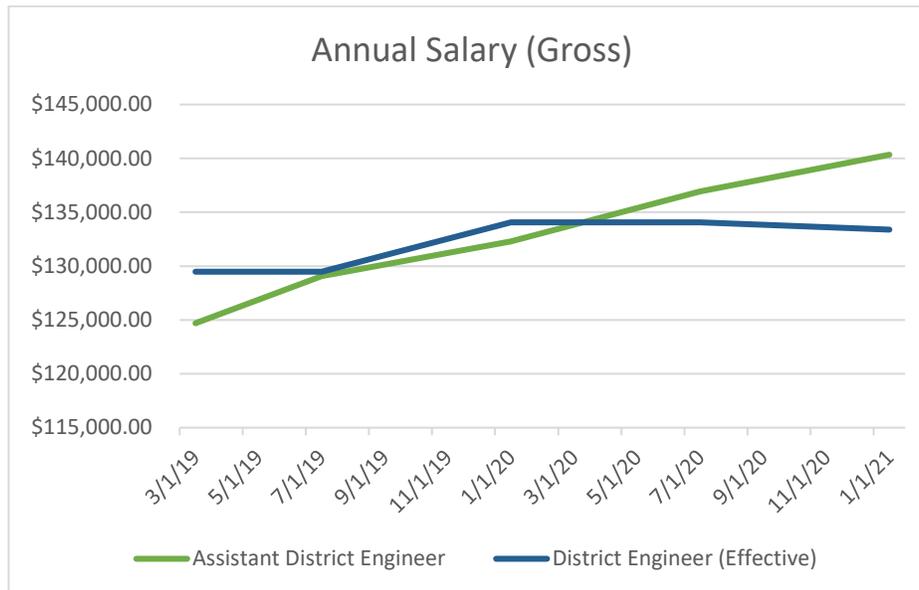
House Bill 6381: AN ACT ESTABLISHING A TASK FORCE REGARDING THE STATE WORKFORCE AND RETIRING EMPLOYEES.

Labor and Public Employees Committee

February 9, 2021

My name is Michael Mendick and I am a District Engineer for the CTDOT. I joined the Department in 1996 as an Engineering Intern, and through hard work and ambition, have taken on increasing amounts responsibility throughout my career. I possess a Bachelor of Science in Civil Engineering from Carnegie Mellon University, and am a licensed Professional Engineer, as well as a Certified Construction Manager.

I was promoted to Assistant District Engineer (ADE) in 2016, and since that time have received one promotional raise to District Engineer in 2019, along with one Cost of Living adjustment in that five-year span. My 5% promotional raise also included an increase in health care costs, resulting in a net effective raise of only 3.8%. As illustrated below, as of January 1st, due to regularly scheduled increases to the ADE position, my annual salary is \$6,300/year LESS than had I NOT taken the promotion!



Additionally, I make approximately \$15,000/year LESS than the ADE I supervise. With the latest P4 increase, one of my Supervising Engineers (two levels below) has surpassed my pay as well. At the same time, consulting engineering firms providing

inspection services on an hourly basis for projects that I oversee, continue to receive cost of living raises.

Such disparities in compensation within the Department create an untenable position for managers. As District Engineer I have taken on significantly more responsibility, including the \$1.5B WALK Bridge program. Financially penalizing employees for advancing in the organization is more than disheartening, it is outright unfair as well as shortsighted. I took my current position in good faith that my compensation and benefits would be handled fairly. Unfortunately, that has proven not to be the case. Given this, I understand the current feeling of reluctance to take a management promotion, and would in fact caution anyone considering it.

I am in support of HB 6381 in its effort to establish a task force to study the state workforce to address the very real issues of salary compression/inversion; parity of benefits; and other issues impacting the recruitment and retention of management employees.

Regards,

A handwritten signature in blue ink that reads "Michael Mendick". The signature is written in a cursive style with a large, sweeping initial "M".

Michael Mendick, PE, CCM
District Engineer - CTDOT