



STATE OF CONNECTICUT  
OFFICE OF POLICY AND MANAGEMENT

**TESTIMONY OF SANDRA FAE BROWN-BREWTON  
ASSISTANT DIRECTOR OF LABOR RELATIONS  
BEFORE THE LABOR & PUBLIC EMPLOYEES COMMITTEE OF THE  
GENERAL ASSEMBLY**

**Raised bill 6639 An Act Concerning Credit in the State Employees Retirement System for Hazardous Duty Service.**

This Bill would extend the benefit of hazardous duty retirement to certain professional employees employed in the State Chief Attorney's Office, the Office of the public Defender, and other employees in the Division of Criminal Justice. While some of the duties and responsibilities of these employees may at times, be unpleasant it does not however, warrant inclusion among those positions receiving the hazardous duty retirement benefit.

The issue of retirement is a mandatory subject of bargaining. More than a decade ago, the State and the State Employees Bargaining Agent Coalition (SEBAC) accepted an arbitrator's determination that the entitlement to hazardous duty retirement must be narrowly construed. It is more than an exposure to hazardous elements, but rather, such a hazardous condition must permeate the job so as to warrant an early retirement. The existence of hazards could theoretically be present in most jobs to some degree. That does not mean that any such job should be covered by the hazardous duty retirement benefit. There must be a clear and present risk of peril which is actual and not just potential.

Extending hazardous duty retirement to the intended beneficiaries of this Bill would irreparably dilute the criterion that the State and SEBAC agree justifies an employee's eligibility for hazardous duty early retirement. The ramifications of expanding the narrow construction would likely present serious problems for the State.