



Senate

General Assembly

File No. 51

February Session, 2014

Substitute Senate Bill No. 62

Senate, March 19, 2014

The Committee on Labor and Public Employees reported through SEN. HOLDER-WINFIELD of the 10th Dist., Chairperson of the Committee on the part of the Senate, that the substitute bill ought to pass.

AN ACT CONCERNING THE RETENTION OF PROMOTIONAL EXAM RESULTS.

Be it enacted by the Senate and House of Representatives in General Assembly convened:

1 Section 1. (NEW) (*Effective October 1, 2014*) The Commissioner of
2 Administrative Services shall retain the promotional examination
3 results for all current employees who have taken an announced
4 promotional examination and received a passing score. The
5 commissioner may immediately certify as eligible for appointment the
6 names of such employees to the appointing authority for any job for
7 which the examination was announced or for any subsequently
8 available job for which the examination is required without further
9 examination, provided (1) such employees have satisfactory service or
10 performance ratings, and (2) the promotional job description has not
11 changed significantly since the date such employees passed the
12 promotional examination.

This act shall take effect as follows and shall amend the following sections:		
Section 1	<i>October 1, 2014</i>	New section

LAB *Joint Favorable Subst.*

The following Fiscal Impact Statement and Bill Analysis are prepared for the benefit of the members of the General Assembly, solely for purposes of information, summarization and explanation and do not represent the intent of the General Assembly or either chamber thereof for any purpose. In general, fiscal impacts are based upon a variety of informational sources, including the analyst's professional knowledge. Whenever applicable, agency data is consulted as part of the analysis, however final products do not necessarily reflect an assessment from any specific department.

OFA Fiscal Note

State Impact:

Agency Affected	Fund-Effect	FY 15 \$	FY 16 \$
Dept. of Administrative Services	GF - Cost	405,200	112,148
State Comptroller - Fringe Benefits ¹	GF - Cost	38,566	41,114

Municipal Impact: None

Explanation

The bill, which allows the Department of Administrative Services (DAS) commissioner to relieve state employees from re-taking promotional exams for the same position under certain circumstances, is expected to cost approximately \$443,766 in FY 15.

Currently, DAS maintains a database with the statewide exam process and records. The bill is expected to require modifications to this system to accommodate retention of passed promotional exam results for all current employees, the position's job description and employee's service or performance rating. The modification is estimated to have a one-time cost for consultants of \$300,000 in FY 15.

Additionally, it is anticipated that DAS will need to hire two Human Resource Assistants in FY 15 for a total salary cost of \$105,200 (plus \$38,566 in fringe benefits) to review applicant's service and performance ratings as this would be a new requirement. In 2013, DAS Statewide Human Resources received approximately 52,000

¹The fringe benefit costs for most state employees are budgeted centrally in accounts administered by the Comptroller. The estimated active employee fringe benefit cost associated with most personnel changes is 36.66% of payroll in FY 15 and FY 16.

applications for exams; 10,000 of which may be considered applicants for promotional exams.

The Out Years

The annualized ongoing fiscal impact identified above for the two positions would continue into the future subject to inflation.

OLR Bill Analysis**sSB 62*****AN ACT CONCERNING THE RETENTION OF PROMOTIONAL EXAM RESULTS.*****SUMMARY:**

This bill allows the Department of Administrative Services commissioner to relieve state employees from re-taking promotional exams for the same position under certain circumstances. Under current law, employees who pass a position's promotional exam, but are not promoted, have to re-take the exam when the position's list of eligible candidates expires.

The bill requires the commissioner to retain exam results for all current employees who have passed an announced promotional exam. It allows him to immediately certify an employee who has passed an exam as eligible for any position that requires that exam if the (1) position's job description has not changed significantly since the employee passed and (2) employee has satisfactory service or performance ratings. In practice, this certification would place the employee on the hiring agency's active candidate list for the position.

EFFECTIVE DATE: October 1, 2014

COMMITTEE ACTION

Labor and Public Employees Committee

Joint Favorable Substitute

Yea 8 Nay 3 (03/04/2014)