



DEPARTMENT OF ADMINISTRATIVE SERVICES



STATE OF CONNECTICUT

165 Capitol Avenue
Hartford, CT 06106-1658

Senate Bill 62
An Act Concerning the Retention of Promotional Exam Results

Labor and Public Employees Committee
February 18, 2014

The Department of Administrative Services (DAS), as the agency responsible for administering the State's civil service examinations, offers the following testimony regarding Senate Bill 62, *An Act Concerning the Retention of Promotional Exam Results*. DAS shares the Committee's interest in extending the length of time promotional exam lists remain valid and minimizing the number of times state employees are required to take substantially similar exams. DAS has serious concerns, however, about the administrative feasibility of the process proposed in SB 62.

For example, under SB 62, one of the factors DAS would be required to consider when determining if an employee remained eligible for appointment is that such employee must have satisfactory service or performance ratings. This would be an administrative burden for DAS because (1) it does not have access to employees' service ratings and (2) employees' service ratings may fluctuate over time, making tracking any individual employee's eligibility difficult. An even more significant obstacle is that the computer system DAS uses to maintain its exam lists could not accommodate the changes proposed in SB 62. Accordingly, DAS would need to devote substantial resources and time to build a new system. DAS would be happy to meet with the proponents of this bill to discuss both existing exam processes that may address some of their concerns, such as continuous recruitment exams, as well as alternative language that would achieve the goals of this proposal while minimizing the administrative burdens and maintaining the integrity of the merit system.