



General Assembly

February Session, 2020

Raised Bill No. 348

LCO No. 1855



Referred to Committee on LABOR AND PUBLIC EMPLOYEES

Introduced by:
(LAB)

***AN ACT ESTABLISHING A TASK FORCE REGARDING THE STATE
WORKFORCE AND RETIRING EMPLOYEES.***

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

1 Section 1. (*Effective from passage*) (a) There is established a task force
2 to study the state workforce and retiring employees. Such study shall
3 include, but need not be limited to, an examination of adequate
4 succession planning for state employees in order to recruit and maintain
5 the best talent in the state workforce, as well as a review of barriers to
6 managerial recruitment.

7 (b) The task force shall consist of the following members:

8 (1) The chairpersons of the joint standing committee of the General
9 Assembly having cognizance of matters relating to labor and public
10 employees;

11 (2) The chairpersons of the joint standing committee of the General
12 Assembly having cognizance of matters relating to government
13 administration and elections;

14 (3) The Secretary of the Office of Policy and Management, or his or
15 her designee, who shall have experience in labor relations managerial
16 rights and responsibilities;

17 (4) One appointed by the speaker of the House of Representatives,
18 who has experience managing a labor management company;

19 (5) One appointed by the president pro tempore of the Senate, who is
20 a member of the State Employees Bargaining Agent Coalition and has
21 experience in labor relations;

22 (6) One appointed by the majority leader of the House of
23 Representatives, who is retired from state service and has experience in
24 labor management relations;

25 (7) One appointed by the majority leader of the Senate who is
26 employed by the judicial branch and has experience in labor
27 management relations;

28 (8) One appointed by the minority leader of the House of
29 Representatives, who is employed by The University of Connecticut and
30 who has managerial labor experience;

31 (9) One appointed by the minority leader of the Senate, who is
32 employed by Central Connecticut State University and who has
33 managerial labor experience; and

34 (10) Seven appointed by the chairpersons of the task force, two of
35 whom shall be executive branch employees in the MP pay plan, two of
36 whom shall be judicial employees in the MP pay plan, two of whom
37 shall be higher education employees in the MP pay plan, and one of
38 whom shall represent an organization that advocates for the rights of
39 managerial employees in the state.

40 (c) Any member of the task force appointed under subdivision (1),
41 (2), (4), (5), (6) or (7) of subsection (b) of this section may be a member
42 of the General Assembly.

43 (d) All initial appointments to the task force shall be made not later
44 than thirty days after the effective date of this section. Any vacancy shall
45 be filled by the appointing authority.

46 (e) The chairpersons of the joint standing committee of the General
47 Assembly having cognizance of matters relating to labor and public
48 employees shall be the chairpersons of the task force. Such chairpersons
49 shall schedule the first meeting of the task force, which shall be held not
50 later than sixty days after the effective date of this section.

51 (f) The administrative staff of the joint standing committee of the
52 General Assembly having cognizance of matters relating to labor and
53 public employees shall serve as administrative staff of the task force.

54 (g) (1) Not later than January 1, 2021, the task force shall submit a
55 report on its findings and recommendations to the joint standing
56 committees of the General Assembly having cognizance of matters
57 relating to labor and public employees and government administration
58 and elections, in accordance with the provisions of section 11-4a of the
59 general statutes.

60 (2) The report submitted pursuant to subdivision (1) of this
61 subsection shall include, but not be limited to, a review of: (A) The
62 number of managerial and exempt employees that are eligible to retire
63 from the convening of the task force through the end of calendar year
64 2022, (B) succession planning of executive branch agencies in
65 preparation for retirements, and (C) barriers to recruitment into the
66 managerial and exempt workforce including, but not limited to, (i)
67 parity in pay structure compared to employees in collective bargaining
68 unions, (ii) parity in health care insurance contributions compared to
69 employees in collective bargaining unions, (iii) salary compression and
70 inversion among managerial and union employees, and (iv)
71 opportunities for professional development and continuing education.

72 (3) The task force shall terminate on the date that it submits such
73 report or January 1, 2021, whichever is later.

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

Statement of Purpose:

To establish a task force to study the state workforce and retiring employees.

[Proposed deletions are enclosed in brackets. Proposed additions are indicated by underline, except that when the entire text of a bill or resolution or a section of a bill or resolution is new, it is not underlined.]