



# House of Representatives

**File No. 782**

General Assembly

January Session, 2021

**(Reprint of File No. 27)**

Substitute House Bill No. 6381  
As Amended by House Amendment  
Schedule "A"

Approved by the Legislative Commissioner  
June 3, 2021

***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 and ranking members of the joint standing  
9 committee of the General Assembly having cognizance of matters  
10 relating to labor and public employees;

11 (2) The chairpersons and ranking members of the joint standing  
12 committee of the General Assembly having cognizance of matters

- 13 relating to government administration and elections;
- 14 (3) One appointed by the speaker of the House of Representatives;
- 15 (4) One appointed by the president pro tempore of the Senate;
- 16 (5) One appointed by the majority leader of the House of  
17 Representatives;
- 18 (6) One appointed by the majority leader of the Senate;
- 19 (7) One appointed by the minority leader of the House of  
20 Representatives;
- 21 (8) One appointed by the minority leader of the Senate; and
- 22 (9) Four appointed by the chairpersons of the task force, one of whom  
23 shall be an executive branch employee in the MP pay plan, one of whom  
24 shall be a judicial employee in the MP pay plan, one of whom shall be a  
25 higher education employee in the MP pay plan and one of whom shall  
26 represent an organization that advocates for the rights of managerial  
27 employees in the state.
- 28 (c) Any member of the task force appointed under subdivision (3),  
29 (4), (5), (6), (7) or (8) of subsection (b) of this section may be a member  
30 of the General Assembly.
- 31 (d) All initial appointments to the task force shall be made not later  
32 than thirty days after the effective date of this section. Any vacancy shall  
33 be filled by the appointing authority.
- 34 (e) The chairpersons of the joint standing committee of the General  
35 Assembly having cognizance of matters relating to labor and public  
36 employees shall be the chairpersons of the task force. Such chairpersons  
37 shall schedule the first meeting of the task force, which shall be held not  
38 later than sixty days after the effective date of this section.
- 39 (f) The administrative staff of the joint standing committee of the

40 General Assembly having cognizance of matters relating to labor and  
41 public employees shall serve as administrative staff of the task force.

42 (g) (1) Not later than January 1, 2022, the task force shall submit a  
43 report on its findings and recommendations to the joint standing  
44 committees of the General Assembly having cognizance of matters  
45 relating to labor and public employees and government administration  
46 and elections, in accordance with the provisions of section 11-4a of the  
47 general statutes.

48 (2) The report submitted pursuant to subdivision (1) of this  
49 subsection shall include, but not be limited to, a review of: (A) The  
50 number of managerial and exempt employees who are eligible to retire  
51 from the convening of the task force through the end of calendar year  
52 2022, (B) succession planning of executive branch agencies in  
53 preparation for retirements, and (C) barriers to recruitment into the  
54 managerial and exempt workforce including, but not limited to, (i)  
55 parity in pay structure compared to employees in collective bargaining  
56 units, (ii) parity in health care insurance contributions compared to  
57 employees in collective bargaining units, (iii) salary compression and  
58 inversion among managerial employees and employees in collective  
59 bargaining units, and (iv) opportunities for professional development  
60 and continuing education.

61 (3) The task force shall terminate on the date that it submits such  
62 report or January 1, 2022, whichever is later.

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

*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.*

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## **OFA Fiscal Note**

**State Impact:** None

**Municipal Impact:** None

### **Explanation**

The bill establishes a twenty-member task force to study the state workforce and retiring state employees. Such study shall include, but need not be limited to, an examination of adequate succession planning for state employees in order to recruit and maintain the best talent in the state workforce, as well as a review of barriers to managerial recruitment.

Not later than January 1, 2022, the task force shall submit a report on its findings and recommendations to the joint standing committees of the General Assembly having cognizance of matters relating to labor and public employees and government administration and elections, in accordance with the provisions of section 11-4a of the general statutes.

The task force shall terminate on the date that it submits such report or January 1, 2022, whichever is later.

This bill has no fiscal impact as PA 17-236 prohibits transportation allowances for task force members.

House "A" alters the membership of the task force and results in no fiscal impact.

### **The Out Years**

**State Impact:** None

***Municipal Impact:*** None

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**OLR Bill Analysis**

**sHB 6381 (as amended by House "A")**

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WORKFORCE AND RETIRING EMPLOYEES.***

**SUMMARY**

The Office of Legislative Research does not analyze Special Acts.

**COMMITTEE ACTION**

Labor and Public Employees Committee

Joint Favorable Substitute

Yea 9 Nay 4 (02/18/2021)