

OFFICE OF FISCAL ANALYSIS

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sHB-5445

AN ACT CONCERNING STATE STAFFING LEVELS.

OFA Fiscal Note

State Impact: See Below

Municipal Impact: None

Explanation

This bill requires each state agency's commissioner and the technical high school system superintendent to automatically refill any vacant positions, including those caused by retirements during FYs 22 and 23.

In addition, the bill requires: (1) the Department of Administrative Services (DAS), the technical high school system superintendent, and each state agency's human resources department to keep open requests for applications for all job classifications, and (2) hiring to take place continuously for all vacant positions.

Continuously hiring for all vacant positions would preclude a potentially significant savings to the state associated with turnover and attrition. Further, the state will incur significant administrative costs (including the hiring of additional HR Specialists), to handle continuously hiring for all vacant positions with recruitment, screening and reviewing applications, interviews and examinations.

The Out Years

State Impact: None

Municipal Impact: None