
OLR Bill Analysis

sHB 5445

AN ACT CONCERNING STATE STAFFING LEVELS.

SUMMARY

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. It also requires the commissioners and superintendent to jointly submit to the legislature a plan for filling all staffing vacancies. They must do so within 30 days after the bill takes effect and then quarterly after that.

In addition, the bill requires (1) the administrative services commissioner, 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.

(The bill does not further specify what constitutes "automatically" refilling a position or "continuous" hiring. These provisions, however, may conflict with the State Personnel Act (CGS § 5-193 et seq.), which establishes various criteria, requirements, and procedures for hiring state employees.)

EFFECTIVE DATE: Upon passage

BACKGROUND

Related Bill

sHB 5441, reported favorably by the Labor and Public Employees Committee, generally requires each state agency to (1) fill all open positions to levels appropriated in the 2022-2023 biennial budget and (2) adopt continuous recruitment practices to fill critical shortage positions, as appropriated in the budget, with no approval from the Department of Administrative Services or Office of Policy and Management needed.

sSB 215, favorably reported by the Transportation Committee, requires the DAS commissioner to place entry-level engineering and maintainer positions and level two maintainer positions at the Department of Transportation on continuous recruitment.

COMMITTEE ACTION

Labor and Public Employees Committee

Joint Favorable

Yea 9 Nay 4 (03/24/2022)