
OLR Bill Analysis

HB 5454

AN ACT CONCERNING THE DEPARTMENT OF ADMINISTRATIVE SERVICES AND CRIMINAL BACKGROUND CHECKS.

SUMMARY

This bill requires the Department of Administrative Services (DAS) commissioner to conduct criminal background checks for specified positions at other state agencies. Under a 2019 Executive Order that centralized human resources (HR) for most state agencies (see BACKGROUND), DAS currently performs HR functions on these agencies' behalf. Table 1 below lists the positions affected by the bill and the agencies currently required to conduct background checks.

Under current law, these agencies generally must require prospective (or in some cases current or transferring) employees to (1) state whether they have ever been convicted of a crime or are facing pending criminal charges when they apply and (2) submit to state and national criminal history checks. Under the bill, the DAS commissioner is also required to do so for these positions.

The bill also increases the frequency of periodic criminal background checks, from every 10 years to every five years, for existing Department of Revenue Services (DRS) employees and any state employees exposed to federal tax information.

EFFECTIVE DATE: Upon passage

COVERED POSITIONS AND AGENCIES

The bill extends to the DAS commissioner the requirement to conduct criminal background checks and other listed verifications for the positions and agencies listed in Table 1.

Table 1: Covered Positions and Agencies

<i>Covered Positions</i>	<i>Agency Currently Required to Conduct the Checks</i>
Applicants, including transfers, to the vital records unit of the Department of Public Health (DPH) (§ 1)	DPH
Applicants for any position with direct contact with inmates (§ 2)	Department of Correction
External applicants to the Department of Motor Vehicles (DMV) (§ 3)	DMV
Applicants, including transfers, and current DRS employees (§ 4)	DRS
Applicants to the Department of Children and Families (DCF) (§ 5)	DCF
Applicants offered conditional employment by the Department of Developmental Services (DDS) (§ 6)	DDS
Applicants, transfers, and current employees of any state job with exposure to federal tax information (§ 7)	Employing agency

BACKGROUND***State Centralization of Human Resources***

In July 2019, the governor signed Executive Order #2 to centralize the human resource functions of most state agencies and entities under DAS. The order also established the Human Resources & Labor Relations Centralization Initiative Steering Committee, co-chaired by the DAS commissioner and the Office of Policy and Management secretary, to implement the order.

COMMITTEE ACTION

Government Administration and Elections Committee

Joint Favorable

Yea 19 Nay 0 (03/29/2022)