



**Governor Ned Lamont
State of Connecticut**



FACT SHEET
2023 Legislative Session

**SENATE BILL 984
*AN ACT ACCELERATING THE STATE HIRING PROCESS***

The Lamont administration has worked to quickly fill vacancies in state service to ensure continued delivery of public services. Our pace of hiring is at its highest level in at least a decade. Connecticut's workforce is stable, and even growing in some areas, due to targeted recruitment efforts for high need positions and strong collaboration between state agencies. Our team's strategic recruitment efforts have resulted in a workforce of almost 31,000 employees, as can be seen on the newly launched Executive Branch Workforce Dashboard. While these efforts have led to substantial progress, the State of Connecticut, like many employers, still faces difficulty hiring in specific job classes.

The Problem

Recruitment has been a challenge for a list of reasons: a competitive economy, the aftereffects of the COVID-19 pandemic, and a shrinking workforce nationally. In addition, the State of Connecticut faces challenges in hiring that private sector employers do not have. The state hiring process can be lengthy and cumbersome, resulting in applicants withdrawing from consideration before recruitments have even concluded to take more quickly offered positions in the private sector.

Governor Lamont's Solution

Governor Lamont's proposal reduces statutorily mandated timelines and increases flexibility and decision-making capability for appointing authorities. These proposals are aimed at reducing the amount of time it takes to fill a vacant position and to otherwise strengthen the process.

Specifically, this legislation:

- **Permits appointing authorities to immediately hire someone from any candidate list to aid in the speed of hiring.** Under current law, after an agency identifies a candidate, they would like to hire, there are still a number of steps that must be taken before a job offer can be made. This proposal allows an offer to be made immediately after the desired candidate is identified and permits those additional steps to be taken during the candidates 6 month Working Test Period instead.

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- **Enables appointing authorities to hire an employee from any candidate list to fill a vacancy in a different job class**, provided they meet the requirements of that position. For example, an agency can offer a Civil Engineer job to an individual who participated in a Design Engineer recruitment without having to repost the position.
- **Permits job openings to be posted on a continuous basis to aid in the speed of hiring.** Under current law, continuous recruitments are not possible because there is outdated language in statute that refers to “examinations” and “candidate scores” – terms that are no longer applicable to how the state recruits and makes hires. This proposal removes this language to clarify that a recruitment may occur on a continuous basis. This simple change will ensure that candidate lists have sufficient applicants for agencies to consider when they are looking to hire.
- **Enables appointing authorities to begin screening applications sooner to aid in the speed of hiring.** Under current law, candidate lists are established by DAS for review and use by agencies to select and hire employees. To facilitate the selection and hiring process, this proposal enables an agency to begin reviewing applicants as soon as the job is posted rather than waiting for the recruitment to close and for DAS to screen all applicants who apply.
- **Strengthens language regarding the hiring process for veterans and their spouses.** Under current law, “examination points” are awarded to veterans and their spouses. However, these “points” are no longer meaningful because examination scores are no longer utilized. This proposal removes the reference to “points,” and instead, requires agencies to consider the candidacy of veteran applicants and their spouses in order for there to be a meaningful benefit.
- **Increases the length of time for an emergency from 2 to 6 months.** Under current law emergency hires may occur for 2 months. The Covid-19 pandemic has taught us that emergencies can last much longer than 2 months. In recognition of this new reality, this proposal increases the time an emergency hire may occur to 6 months.
- **Simplifies transfer language that is also in collective bargaining agreements.** The rules surrounding transfer from one state agency to another currently reside both in statute and in collective bargaining agreements. This proposal eliminates the transfer rules in statute to simplify administration around transfers and refers to collective bargaining agreement requirements when applicable. The elimination of these duplicative processes simplifies the vacancy filling process, thereby making it faster.