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STATE OF CONNECTICUT

BY HIS EXCELLENCY

NED LAMONT

EXECUTIVE ORDER NO. 2

WHEREAS, my administration is committed to sound business practices, prudent spending, and providing the highest quality services at the lowest possible cost; and

WHEREAS, Section 5-194 of the Connecticut General Statutes provides that the State Personnel Act “shall be so construed and administered as to provide a uniform and equitable system of personnel administration of employees in the state service,” and authorizes the Commissioner of Administrative Services to determine whether to delegate those responsibilities; and

WHEREAS, Section 5-200 of the Connecticut General Statutes charges the Commissioner of Administrative Services with the administration of the State Personnel Act, except that certain matters are subject to the approval of the Secretary of the Office of Policy and Management or are vested in the Office of the State Comptroller; and

WHEREAS, Section 5-200(t) of the Connecticut General Statutes provides: “Any matters involving collective bargaining shall be the responsibility of the Secretary of Office of Policy and Management”; and

WHEREAS, human resources and labor relations functions in the executive branch are largely decentralized across State agencies and, therefore, under the day-to-day direction of the various appointing authorities; and

WHEREAS, centralizing human resources and labor relations functions will allow State agencies to focus on their unique and individualized core functions and deliver those services more effectively and efficiently; and

WHEREAS, it is necessary in the interest of effective and efficient administration of government to change the organization of the executive branch and to transfer State agencies’ human resources functions to the Department of Administrative Services (DAS) and labor relations functions to the Office of Policy and Management (OPM) respectively; and

WHEREAS, a centralized and modernized delivery of human resources and labor relations functions enable DAS and OPM to focus on providing the highest quality services at the lowest possible cost, and furthering the uniform administration of processes, systems, and functions that will enhance human resources and labor relations service delivery to agencies and employees.

NOW, THEREFORE, I, NED LAMONT, Governor of the State of Connecticut, by the virtue of authority vested in me by the Constitution and the Statutes of the State of Connecticut, do hereby **ORDER AND DIRECT**:

1. The Commissioner of Administrative Services shall, consistent with the agency's statutory authority over executive branch human resources administration, develop and execute a plan to modernize and centralize the State's human resources functions within DAS.
2. The Secretary of OPM shall, consistent with OPM's statutory authority over labor relations administration, develop and execute a plan to modernize and centralize the State's labor relations functions within OPM.
3. An executive steering committee for modernizing and centralizing human resources and labor relations functions ("Steering Committee"), chaired by the Commissioner of Administrative Services and Secretary of OPM, shall convene no later than September 15, 2019. The Steering Committee shall include the Chief Operating Officer or his designee, the Secretary of OPM or her designee, and a combination of other agency heads, designated by the Chief Operating Officer, who represent a cross-section of affected departments and agencies to ensure varying agency perspectives and operational needs are taken into account in the modernization and centralization process.
4. Executive branch departments and agencies shall cooperate with DAS and OPM to organize and provide for the modernization and centralization of the aforementioned functions. DAS, OPM, and other Executive Branch departments and agencies may enter into any agreements, as necessary, to effectuate the transfer of authority, powers, duties, functions, responsibility, assigned personnel, documents, equipment, furniture, contracts, agreements, and funding pertaining to the administration of the aforementioned functions within the Executive Branch departments and agencies of State government.
5. All agreements and transfers contemplated herein shall be completed as soon as practicable.

6. Upon the completion of the transfers authorized by this Order, all authority, power, duties, functions, responsibility, assigned personnel, documents, equipment, furniture, contracts, agreements, and funding within the executive branch relating to human resources and labor relations functions shall be executed and managed by DAS and OPM, respectively.

This Order shall take effect immediately.

Dated at Hartford, Connecticut this 31st day of July, 2019.



Ned Lamont
Governor

By His Excellency's Command



Denise W. Merrill
Secretary of the State

