



House Bill 7047

AN ACT REQUIRING AUTOMATIC POSTINGS OF CERTAIN STATE JOBS

Testimony of the Department of Administrative Services

Labor and Public Employees Committee

February 27, 2025

Senator Kushner, Representative Sanchez, Senator Sampson, Representative Weir, and distinguished members of the Labor and Public Employees Committee, thank you for the opportunity to provide testimony on **House Bill 7047: An Act Requiring Automatic Posting of Certain State Jobs**.

House Bill 7047 requires appointing authorities to post job advertisements for certain positions within ten days of a vacancy occurring. The Department of Administrative Services (DAS), as the agency that administers statewide human resources management, has concerns with the proposal as drafted. We fear the proposal creates inefficiencies and redundancies in the vacancy-filling process and diminishes the impact of how Public Act 23-194, as codified in the State Personnel Act, can reduce the time to fill vacancies.

Public Act 23-194 allows agencies to use existing certification lists to hire employees for vacancies in the same or comparable classification without having to post advertisements for each vacancy. When permitted by collective bargaining agreements, this is a tremendous efficiency, often shaving at least a month off the time it takes an agency to fill a position.

The bill's requirement to post job advertisements within ten days of a vacancy occurring would create near-constant advertising for the same vacancies in the same classification. This is the type of duplicative work that both the Boston Consulting Group and Deloitte have advised is not a best practice. Instead, these organizations have suggested that the State reduce burdensome and restrictive vacancy-filling requirements, including requirements for posting advertisements, as extended hiring timelines increase the administrative burden on agencies and ultimately hamper agencies' ability to hire the best talent.

We also are concerned that House Bill 7047 risks harming the applicant experience by frustrating and confusing applicants who would have to apply to numerous vacancies in the same classification for no apparent reason. This could sour applicants' view of the State as an employer, which works against efforts to build the State's brand in a competitive job market.

We are happy to work with the proponents of this bill towards the mutual goal of ensuring the state has the best workforce possible, especially in its critical need areas.

Thank you for the opportunity to submit testimony and share our thoughts with the Committee.