



**Senate Bill 435**

**AN ACT CONCERNING AUTOMATED DECISION SYSTEMS PROTECTIONS FOR EMPLOYEES**

**Testimony of the Department of Administrative Services**

**Labor and Public Employees Committee**

**March 10, 2026**

Senator Kushner, Representative Sanchez, Senator Sampson, Representative Weir, and distinguished members of the Labor and Public Employees Committee. I am Michelle Gilman, Commissioner of the Department of Administrative Services (DAS). Thank you for the opportunity to provide testimony on **Senate Bill 435: An Act Concerning Automated Decision Systems Protections for Employees**. DAS supports the goal of ensuring responsible, transparent use of AI in state government. However, we have significant concerns with **Section 14**, which may unintentionally create operational and fiscal challenges for the state

Section 14 prohibits agencies from using AI unless explicitly authorized by statute. Because AI is increasingly built into standard technologies, this would require statutory approval for many routine, technical decisions about systems that state agencies rely on. This approach may not align well with the pace of technological evolution and could slow our ability to adopt tools that support efficient statewide operations.

Section 14(b) prevents the state from procuring any product containing AI unless authorized by law. Since AI components now appear in most commercial software and hardware, this provision could significantly limit the technology the state can purchase. In addition, AI is often added to existing products that previously did not have this capability. As written, these changes would force the state to stop using a product that has already been purchased previously, until approved by the legislature. This would create uncertainty for agencies and could impede ongoing modernization efforts.

Sections 14(b)(3) and 14(8)(a) require external, independent bias testing for all AI systems. While fairness and accountability are important priorities, these audits entail substantial fiscal costs that are not included in the Governor's proposed budget.



DAS shares the Legislature’s commitment to responsible AI adoption. The [Framework for Responsible AI](#) use produced by DAS and OPM in 2024 highlights the approach and mandated protections that have been put in place for all executive branch agencies. At the same time, the bill may unintentionally limit our ability to modernize systems, increase costs, and prevent the state from keeping pace with technology developments. We welcome the opportunity to work with the Committee on a practical approach that balances appropriate safeguards with the operational needs of state agencies.

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