



General Assembly

**Substitute Bill No. 6381**

January Session, 2021



**AN ACT ESTABLISHING A TASK FORCE REGARDING THE STATE  
WORKFORCE AND RETIRING EMPLOYEES.**

Be it enacted by the Senate and House of Representatives in General Assembly convened:

1 Section 1. (*Effective from passage*) (a) There is established a task force  
2 to study the state workforce and retiring employees. Such study shall  
3 include, but need not be limited to, an examination of adequate  
4 succession planning for state employees in order to recruit and maintain  
5 the best talent in the state workforce, as well as a review of barriers to  
6 managerial recruitment.

7 (b) The task force shall consist of the following members:

8 (1) The chairpersons of the joint standing committee of the General  
9 Assembly having cognizance of matters relating to labor and public  
10 employees;

11 (2) The chairpersons of the joint standing committee of the General  
12 Assembly having cognizance of matters relating to government  
13 administration and elections;

14 (3) The Secretary of the Office of Policy and Management, or his or  
15 her designee, who shall have experience in labor relations managerial  
16 rights and responsibilities;

17 (4) One appointed by the speaker of the House of Representatives,  
18 who has experience managing a labor management company;

19 (5) One appointed by the president pro tempore of the Senate, who is  
20 a member of the State Employees Bargaining Agent Coalition and has  
21 experience in labor relations;

22 (6) One appointed by the majority leader of the House of  
23 Representatives, who is retired from state service and has experience in  
24 labor management relations;

25 (7) One appointed by the majority leader of the Senate, who is  
26 employed by the judicial branch and has experience in labor  
27 management relations;

28 (8) One appointed by the minority leader of the House of  
29 Representatives, who is employed by The University of Connecticut and  
30 who has managerial labor experience;

31 (9) One appointed by the minority leader of the Senate, who is  
32 employed by Central Connecticut State University and who has  
33 managerial labor experience; and

34 (10) Seven appointed by the chairpersons of the task force, two of  
35 whom shall be executive branch employees in the MP pay plan, two of  
36 whom shall be judicial employees in the MP pay plan, two of whom  
37 shall be higher education employees in the MP pay plan, and one of  
38 whom shall represent an organization that advocates for the rights of  
39 managerial employees in the state.

40 (c) Any member of the task force appointed under subdivision (4),  
41 (5), (6) or (7) of subsection (b) of this section may be a member of the  
42 General Assembly.

43 (d) All initial appointments to the task force shall be made not later  
44 than thirty days after the effective date of this section. Any vacancy shall  
45 be filled by the appointing authority.

46 (e) The chairpersons of the joint standing committee of the General  
47 Assembly having cognizance of matters relating to labor and public  
48 employees shall be the chairpersons of the task force. Such chairpersons  
49 shall schedule the first meeting of the task force, which shall be held not  
50 later than sixty days after the effective date of this section.

51 (f) The administrative staff of the joint standing committee of the  
52 General Assembly having cognizance of matters relating to labor and  
53 public employees shall serve as administrative staff of the task force.

54 (g) (1) Not later than January 1, 2022, the task force shall submit a  
55 report on its findings and recommendations to the joint standing  
56 committees of the General Assembly having cognizance of matters  
57 relating to labor and public employees and government administration  
58 and elections, in accordance with the provisions of section 11-4a of the  
59 general statutes.

60 (2) The report submitted pursuant to subdivision (1) of this  
61 subsection shall include, but not be limited to, a review of: (A) The  
62 number of managerial and exempt employees who are eligible to retire  
63 from the convening of the task force through the end of calendar year  
64 2022, (B) succession planning of executive branch agencies in  
65 preparation for retirements, and (C) barriers to recruitment into the  
66 managerial and exempt workforce including, but not limited to, (i)  
67 parity in pay structure compared to employees in collective bargaining  
68 units, (ii) parity in health care insurance contributions compared to  
69 employees in collective bargaining units, (iii) salary compression and  
70 inversion among managerial employees and employees in collective  
71 bargaining units, and (iv) opportunities for professional development  
72 and continuing education.

73 (3) The task force shall terminate on the date that it submits such  
74 report or January 1, 2022, whichever is later.

This act shall take effect as follows and shall amend the following sections:		
Section 1	<i>from passage</i>	New section

**Statement of Legislative Commissioners:**

In Subsec. (c), "(1), (2)" was deleted for accuracy, and in Subsec. (g)(2), references to "collective bargaining unions" were changed to "collective bargaining units" for accuracy and "managerial and union employees" was changed to "managerial employees and employees in collective bargaining units" for internal consistency.

**LAB**      *Joint Favorable Subst.*