



# Senate

General Assembly

**File No. 299**

January Session, 2023

Substitute Senate Bill No. 1124

*Senate, March 29, 2023*

The Committee on Labor and Public Employees reported through SEN. KUSHNER of the 24th Dist., Chairperson of the Committee on the part of the Senate, that the substitute bill ought to pass.

***AN ACT CONCERNING A STUDY OF PATHWAYS TO STATE EMPLOYMENT.***

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

1 Section 1. (*Effective from passage*) The Commissioner of Administrative  
2 Services shall conduct a study regarding the hiring practices of state  
3 agencies for positions in state service. Such study shall include, but need  
4 not be limited to, (1) the feasibility of eliminating requirements for  
5 college degrees for certain appointments to state classified services, and  
6 (2) the feasibility of establishing a program to provide applicants with  
7 pathways for alternative routes to appointment to state classified  
8 service. Not later than January 1, 2024, the commissioner shall submit a  
9 report with the findings of such study, in accordance with the provisions  
10 of section 11-4a of the general statutes, to the joint standing committee  
11 of the General Assembly having cognizance of matters relating to labor  
12 and public employees.

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 the first sentence, "practices by" was changed to "practices of" for clarity; and in Subdiv. (2), "with alternative routes for appointment" was changed to "for alternative routes to appointment" for proper form.

**LAB**      *Joint Favorable Subst. -LCO*

The following Fiscal Impact Statement and Bill Analysis are prepared for the benefit of the members of the General Assembly, solely for purposes of information, summarization and explanation and do not represent the intent of the General Assembly or either chamber thereof for any purpose. In general, fiscal impacts are based upon a variety of informational sources, including the analyst's professional knowledge. Whenever applicable, agency data is consulted as part of the analysis, however final products do not necessarily reflect an assessment from any specific department.

**OFA Fiscal Note**

**State Impact:**

Agency Affected	Fund-Effect	FY 24 \$	FY 25 \$
Department of Administrative Services	GF - Cost	Minimal	Minimal

Note: GF=General Fund

**Municipal Impact:** None

**Explanation**

The bill is estimated to result in a minimal cost to the Department of Administrative Services (DAS) to conduct a study concerning the feasibility to remove degree requirements for state employment and the feasibility of creating alternative pathways to state employment. Currently 10% of state job classifications require a degree and most state job classifications already allow relevant experience to meet employment requirements.

**The Out Years**

The annualized ongoing fiscal impact identified above would continue into the future subject to inflation.



**OLR Bill Analysis**

**sSB 1124**

***AN ACT CONCERNING A STUDY OF PATHWAYS TO STATE EMPLOYMENT.***

**SUMMARY**

The Office of Legislative Research does not analyze Special Acts.

**COMMITTEE ACTION**

Labor and Public Employees Committee

Joint Favorable

Yea 12    Nay 0    (03/16/2023)