

# OFFICE OF FISCAL ANALYSIS

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HB-5306

AN ACT CONCERNING CERTAIN JOB PROTECTIONS RELATED  
TO MUNICIPAL CHIEF ELECTIVE OFFICE.

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## ***OFA Fiscal Note***

***State Impact:*** None

***Municipal Impact:***

| <b>Municipalities</b>  | <b>Effect</b>     | <b>FY 25 \$</b> | <b>FY 26 \$</b> |
|------------------------|-------------------|-----------------|-----------------|
| Various Municipalities | Potential<br>Cost | Minimal         | Minimal         |

## ***Explanation***

The bill prohibits employers with 25 or more employees from discriminating against, disciplining, or discharging an employee because he or she (1) is a chief elected municipal official (including when the employee is a candidate for the office or an official-elect) or (2) loses time from work to perform the office's duties. To the extent a municipality employs a chief municipal official and violates the provisions of the bill, a municipality may be responsible for paying an employee's attorney's fees if a violation occurs.

## ***The Out Years***

The annualized ongoing fiscal impact identified above would continue into the future subject to the number of violations.