



**Substitute Senate Bill No. 984**

**Public Act No. 23-194**

**AN ACT ACCELERATING THE STATE HIRING PROCESS.**

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

Section 1. Section 5-215a of the general statutes is repealed and the following is substituted in lieu thereof (*Effective July 1, 2023*):

When the appointing authority receives approval to fill a vacancy in any permanent position in the classified service, the appointing authority shall request the Commissioner of Administrative Services to provide a candidate list. The candidate list certified by the commissioner shall contain the final earned rating of each candidate. The appointing authority shall fill the vacant position by selecting any candidate on the candidate list that is determined to be the most qualified and suitable for such position. In the event that fewer than five names are available on the candidate list to fill a position, the Commissioner of Administrative Services may authorize a new examination based on documented need. The appointing authority may fill the position from either the new candidate list or [original] any candidate list that is in the same or comparable class in accordance with the provisions of this section. Notwithstanding the provisions of chapter 67, upon selection of a candidate from a candidate list, the appointing authority may immediately fill the position with such candidate if such appointing authority determines that doing so would maintain operational

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efficiency and productivity or would comply with a lawful order. In such case, any preemployment check or other requirement may be completed during such candidate's working test period.

Sec. 2. (NEW) (*Effective July 1, 2023*) Notwithstanding the provisions of chapter 67 or any employment requirement, an appointing authority may begin the screening process as soon as the applicable job opening is posted.

Sec. 3. Section 5-228 of the general statutes is repealed and the following is substituted in lieu thereof (*Effective July 1, 2023*):

(a) When a vacancy in any permanent position in the classified service is to be filled, the appointing authority shall notify the Commissioner of Administrative Services of such fact, stating the title of the position to be filled. Vacancies in such positions shall be filled, so far as possible and for the best interest of the state, by reemployment, as provided in subsection (b) of section 5-241, promotional appointments from within the agency and service-wide promotional appointments or transfers in accordance with regulations issued by the commissioner. The appointing authority, with the approval of the commissioner, shall decide whether a vacancy shall be filled by promotion from within the agency, from a state-wide employment list, transfer or, if such is not possible, by original appointment.

(b) If a vacancy is to be filled by a promotional appointment from within the agency, the commissioner shall certify to the appointing authority the names of all candidates from the agency in accordance with the provisions of section 5-215a, as amended by this act, or if an examination is waived, in accordance with the provisions of section 5-227b.

(c) If a vacancy is to be filled by promotion from a service-wide candidate list, the commissioner shall certify to the appointing authority

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the names of all candidates on that candidate list in accordance with the provisions of section 5-215a, as amended by this act, or if an examination is waived, in accordance with the provisions of section 5-227b.

(d) If a vacancy is to be filled by an original appointment, the commissioner shall certify to the appointing authority the names of all candidates on that candidate list in accordance with the provisions of section 5-215a, as amended by this act, or if an examination is waived, in accordance with the provisions of section 5-227b.

(e) If a position becomes vacant as a result of the promotion of the incumbent, the appointing authority shall assess the disposition of such position. If the appointing authority determines such position is to be filled, the appointing authority shall provide notice to the Commissioner of Administrative Services in accordance with subsection (a) of this section.

~~[(e)]~~ (f) Appointees to any position in the classified service shall be required to serve the working test period provided for in this chapter. Any promotional appointee from within the agency who is dismissed from the position to which he or she was promoted during such working test period, or at the conclusion thereof, shall be restored to a position in the same class in which he or she had been employed prior to his or her promotion. Any other appointee who was employed in the classified service prior to his or her appointment and who is dismissed from the position to which he or she was appointed during such working test period or at the conclusion thereof, shall be restored to a vacancy in the same class, or a vacancy in a comparable class or a vacancy in any other position the employee is qualified to fill, in the agency in which he or she had been employed prior to his or her appointment, or shall have his or her name placed on a reemployment list. No provision of this section shall be construed to prevent any employee in the unclassified service from competing for positions in the classified service if he or she possesses the minimum qualifications established by the commissioner.

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In the certification of names of persons eligible for appointment, sex shall be disregarded except when otherwise provided by statute or upon request of the appointing authority, subject to the approval of the commissioner.