

HB 1795 -- STATE PERSONNEL LAW

SPONSOR: Bernskoetter

COMMITTEE ACTION: Voted "Do Pass" by the Standing Committee on General Laws by a vote of 12 to 1. Voted "Do Pass" by the Rules-Legislative Oversight Committee by a vote of 8 to 1.

This bill modifies provisions of state personnel law. The provisions for broad classification bands, which is the grouping of positions with similar levels of responsibility or expertise, is expanded from the grouping of management positions with similar levels of responsibility or expertise into broad classification bands to the grouping of any positions with similar levels of responsibility or expertise. The state's pay plan is modified to allow for open or stepless pay ranges. Language ensuring that hearing impaired or blind persons can request a certified interpreter or an amanuensis or reader during an examination is repealed and new language allowing an applicant to request a reasonable accommodation has been added.

The bill requires public notice when a job class is opened for recruitment, in addition to the current public notice requirement for each open competitive examination. The bill also removes language requiring that such notice be made at least two weeks from the time of the exam and instead requires that notice be appropriate. The bill allows a person who takes an examination to be given electronic notice of whether he or she is eligible for a particular job class. The bill also removes current special procedures for the examination and selection of personnel.

The bill removes existing language in reference to appointment and examination for veterans, disabled veterans, surviving spouses, and spouses of disabled veterans, specifically the points added to his or her final grade, and replaces it with language stating that for positions and classifications with unranked registers, any such person shall be given preference in appointments over other eligibles if all other relevant job-related factors are equal. The bill also removes the language authorizing additional points for persons previously employed by the state who terminated such employment to care for their children full-time and instead states that they shall be given preference in appointments over other eligibles, except those with a veterans preference.

This bill is similar to HCS HB 753 (2017).

PROPONENTS: Supporters say that this bill is based on the recommendations of the Joint Interim Committee on State Employee Wages. The changes in this bill will give managers more

flexibility to recruit and hire the best candidates for each position.

Testifying for the bill were Representative Bernskoetter and the Office of Administration.

OPPONENTS: There was no opposition voiced to the committee.