

REGULAR CALENDAR

March 7, 2022

HOUSE OF REPRESENTATIVES

REPORT OF COMMITTEE

The Committee on Executive Departments and Administration to which was referred HB 1510,

AN ACT establishing a committee to study the hiring processes used by state agencies. Having considered the same, report the same with the following resolution: RESOLVED, that it is INEXPEDIENT TO LEGISLATE.

Rep. Matthew Santonastaso

FOR THE COMMITTEE

COMMITTEE REPORT

Committee:	Executive Departments and Administration
Bill Number:	HB 1510
Title:	establishing a committee to study the hiring processes used by state agencies.
Date:	March 7, 2022
Consent Calendar:	REGULAR
Recommendation:	INEXPEDIENT TO LEGISLATE

STATEMENT OF INTENT

The labor shortage the state agencies of New Hampshire are dealing with is not a unique problem but rather compatible with the labor shortage the entire country is facing universally across all industries. The private sector's advantage in having a faster hiring process than government is not a new phenomenon. It is an inherent property of government that it will be slower and less efficient than a private counterpart. The fact that we are considering a study committee to figure this out only proves this fact. The majority does not believe it is necessary to add this study committee to the already large collection of study committees.

Vote 11-8.

Rep. Matthew Santonastaso
FOR THE COMMITTEE

Original: House Clerk
Cc: Committee Bill File

REGULAR CALENDAR

Executive Departments and Administration

HB 1510, establishing a committee to study the hiring processes used by state agencies.
INEXPEDIENT TO LEGISLATE.

Rep. Matthew Santonastaso for Executive Departments and Administration. The labor shortage the state agencies of New Hampshire are dealing with is not a unique problem but rather compatible with the labor shortage the entire country is facing universally across all industries. The private sector's advantage in having a faster hiring process than government is not a new phenomenon. It is an inherent property of government that it will be slower and less efficient than a private counterpart. The fact that we are considering a study committee to figure this out only proves this fact. The majority does not believe it is necessary to add this study committee to the already large collection of study committees. **Vote 11-8.**

Original: House Clerk
Cc: Committee Bill File

Amendment to HB 1535-FN

1 Amend the bill by replacing all after the enacting clause with the following:

2

3 1 New Section; Retirement System; Cost of Living Adjustment; Supplemental Allowance.

4 Amend RSA 100-A by inserting after section 41-e the following new section:

5 100-A:41-f Annual Cost of Living Adjustment; Supplemental Allowance.

6 I. Any retired member of the New Hampshire retirement system or any of its predecessor
7 systems, who has been retired for at least 60 months prior to or on July 1, 2022, or any beneficiary of
8 such member who is receiving an allowance, shall be entitled to receive a cost of living adjustment
9 (COLA) as a supplemental allowance, on the retired member's first anniversary date occurring on or
10 after July 1, 2022. The amount of such supplemental allowance shall be 1 1/2 percent of a member's
11 or beneficiary's annual retirement allowance which is \$30,000 or less, or otherwise 1 1/2 percent of
12 the first \$30,000 of a retired member's or beneficiary's allowance.

13 II. The total actuarial cost of the supplemental allowance under paragraph I, as determined
14 by the actuary and certified by the board of trustees of the retirement system, shall be terminally
15 funded from the state general fund. The sum necessary is hereby appropriated to the board of
16 trustees. The governor is authorized to draw a warrant for said sum out of any money in the
17 treasury not otherwise appropriated.

18 III. The supplemental allowance shall become a permanent addition to the beneficiary's base
19 retirement allowance and shall be included in the monthly annuity paid to the retired member, or to
20 the member's beneficiary if the member is deceased and the beneficiary is receiving an allowance
21 under RSA 100-A:8, 100-A:9, 100-A:12, 100-A:13, or similar provisions of predecessor systems.

22 2 Effective Date. This act shall take effect July 1, 2022.

Amendment to HB 1535-FN

- Page 2 -

2022-0551h

AMENDED ANALYSIS

This bill establishes a cost of living adjustment in 2022 to be paid by the retirement system on the first \$30,000 of a retired member's or beneficiary's allowance. The cost of this supplemental allowance is paid from the state general fund.

HOUSE COMMITTEE ON EXECUTIVE DEPARTMENTS AND ADMINISTRATION

EXECUTIVE SESSION on HB 1510

BILL TITLE: establishing a committee to study the hiring processes used by state agencies.

DATE: March 7, 2022

LOB ROOM: 302-304

MOTIONS: INEXPEDIENT TO LEGISLATE

Moved by Rep. Santonastaso

Seconded by Rep. S. Pearson

Vote: 11-8

CONSENT CALENDAR: NO

Statement of Intent: Refer to Committee Report

Respectfully submitted,

Rep John Sytek, Clerk



²²
2021 SESSION

SAW
Pit

Executive Departments and Administration

HB
Bill #: 1510 Motion: ITL AM #: _____ Exec Session Date: 3-7-21

<u>Members</u>	<u>YEAS</u>	<u>Nays</u>	<u>NV</u>
McGuire, Carol M. Chairman	X		
Rhodes, Jennifer M. Vice Chairman	X		
Sytek, John Clerk	X		
Pearson, Stephen C.	X		
Yakubovich, Michael	X		
Lekas, Tony	X		
Alliegro, Mark C.	X		
Bailey, Glenn	X		
Lanzara, Tom E.	X		
Santonastaso, Matthew	X		
Goley, Jeffrey P.		X	
Schuett, Dianne E.		X	
Jeady, Jean L.		X	
Schmidt, Peter B. MORRIGAN		X	
Schultz, Kristina M. MARSH		X	
Fellows, Sallie D.	X		
Fontneau, Timothy J.		X	
Grote, Jaci L.		X	
O'Brien, Michael B.		X	
TOTAL VOTE:			

HOUSE COMMITTEE ON EXECUTIVE DEPARTMENTS AND ADMINISTRATION

PUBLIC HEARING ON HB 1510

BILL TITLE: establishing a committee to study the hiring processes used by state agencies.

DATE: February 15, 2022

LOB ROOM: 302-304 **Time Public Hearing Called to Order:** 1:45 p.m.

Time Adjourned: 2:05 p.m.

Committee Members: Reps. McGuire, Sytek, Yakubovich, T. Lekas, Alliegro, Bailey, Lanzara, Goley, Schuett, P. Schmidt, Jeudy, Grote, O'Brien, Fontneau and Marsh

Bill Sponsors:

Rep. Adjutant

Rep. Acton

Rep. Vail

Rep. Frost

Rep. J. Schmidt

Rep. Infantine

TESTIMONY

* Use asterisk if written testimony and/or amendments are submitted.

Rep. Infantine, co-sponsor, introduced the bill and spoke in support. He noted that while transfers within state agencies happen without delay, new hiring process takes so long that by the time a job offer might be made, the candidate has found some other position. He said there was no “agenda” with this study committee – no intended outcome. He described the committee as “innocuous” – just seeking a solution. He took Committee questions regarding the cause of the delay, how many openings are there.

Rep. Caplan spoke in support. He described the hiring process, spoke of the job market and that we are losing good candidates. He took a Committee question.

Rep. Sullivan spoke in support. He spoke of the need to hire qualified personnel and that bill was bipartisan. He said we need answers to streamline the process. He took a Committee question as to whether there was a difference between hiring in the private sector and public sector.

Carolyn Russell, Senior Operational Analyst with DAS, said that she has been embedded with the division of personnel for 2.5 years working on modernization of the division. She took Committee questions noting that there was a 19% vacancy rate and described current efforts in the division to streamline. She said that her department would work with such a study committee.

House Remote Testify

Executive Departments and Administration Committee Testify List for Bill HB1510 on 2022-02-15

Support: 1 Oppose: 1 Neutral: 0 Total to Testify: 0

Export to Excel

<u>Name</u>	<u>City, State</u> <u>Email Address</u>	<u>Title</u>	<u>Representing</u>	<u>Position</u>	<u>Testifying</u>	<u>Non-Germane</u>	<u>Signed Up</u>
Butler, Toni	Londonderry, NH Tonibutler57@gmail.com	A Member of the Public	Myself	Oppose	No	No	2/14/2022 7:42 AM
Terminiello, Vicki	Seabrook, NH vicki.terminiello@gmail.com	A Member of the Public	Myself	Support	No	No	2/14/2022 1:48 PM

HB 1510 - AS INTRODUCED

2022 SESSION

22-2314

07/10

HOUSE BILL ***1510***

AN ACT establishing a committee to study the hiring processes used by state agencies.

SPONSORS: Rep. Adjutant, Graf. 17; Rep. Acton, Rock. 10; Rep. Vail, Hills. 30; Rep. Frost,
Straf. 16; Rep. J. Schmidt, Hills. 28; Rep. Infantine, Hills. 13

COMMITTEE: Executive Departments and Administration

ANALYSIS

This bill establishes a committee to study the hiring process used by state agencies.

.....

Explanation: Matter added to current law appears in ***bold italics***.
Matter removed from current law appears ~~[in brackets and struckthrough.]~~
Matter which is either (a) all new or (b) repealed and reenacted appears in regular type.

STATE OF NEW HAMPSHIRE

In the Year of Our Lord Two Thousand Twenty Two

AN ACT establishing a committee to study the hiring processes used by state agencies.

Be it Enacted by the Senate and House of Representatives in General Court convened:

1 1 Committee Established. There is established a committee to study the hiring processes of
2 New Hampshire state agencies and whether the process has a direct impact on the state of New
3 Hampshire's ability to hire employees in a reasonable time frame.

4 2 Membership and Compensation.

5 I. The members of the committee shall be as follows:

6 (a) Three members of the house of representatives, appointed by the speaker of the
7 house of representatives.

8 (b) One member of the senate, appointed by the president of the senate.

9 II. Members of the committee shall receive mileage at the legislative rate when attending to
10 the duties of the committee.

11 3 Duties. The committee shall study the hiring process of New Hampshire state agencies. The
12 study shall include consideration of the complexity of the initial application for job openings at state
13 agencies, the hiring and on-boarding process, and the turnaround time from the initial application to
14 the start date, and if these various aspects of the hiring processes impact the state of New
15 Hampshire's ability to fill vacant job positions. The committee may solicit information and
16 testimony from any individual or entity the committee deems relevant to its study..

17 4 Chairperson; Quorum. The members of the study committee shall elect a chairperson from
18 among the members. The first meeting of the committee shall be called by the first-named house
19 member. The first meeting of the committee shall be held within 45 days of the effective date of this
20 section. Three members of the committee shall constitute a quorum.

21 5 Report. The committee shall report its findings and any recommendations for proposed
22 legislation to the speaker of the house of representatives, the president of the senate, the house
23 clerk, the senate clerk, the governor, and the state library on or before November 1, 2022.

24 6 Effective Date. This act shall take effect upon its passage.