

Legislative Human Resources Discussion

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Agenda

Why?

What?

Where?

How?

Cost?

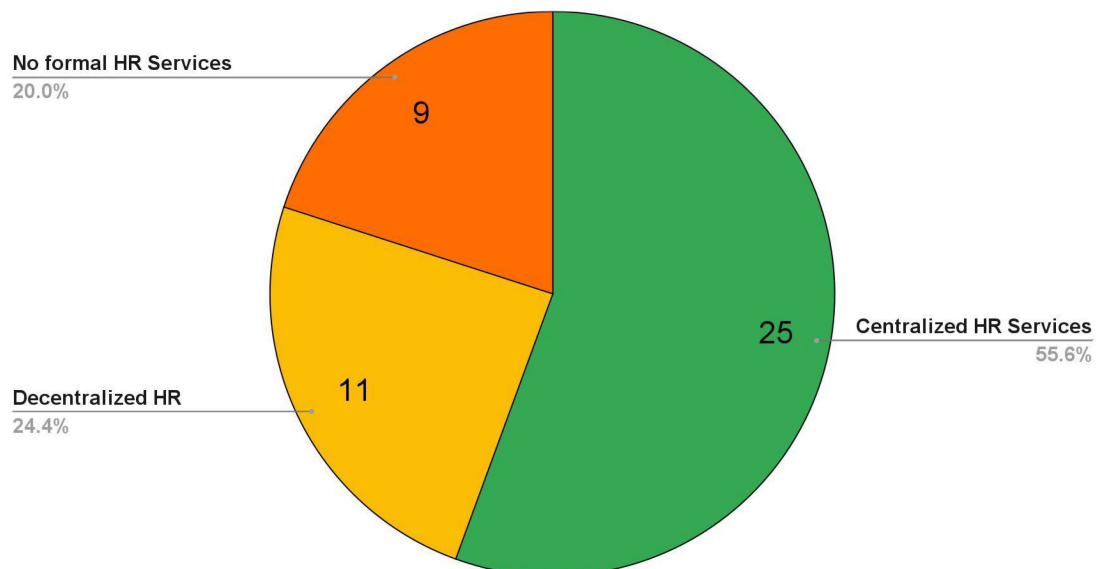
Why?

- Size and Complexity of Legislative Branch
- Legal Liability
- Fuller Support
- Top Talent
- Existing Consensus
- Avoids Duplication of Efforts

Big Picture: Central HR helps all staff and all members to better support an effective and efficient legislative process

Why?

HR Structure Across 45 States



Why?

Connecticut. The Office of Legislative Management is an independent, joint nonpartisan agency that provides administrative and operational support for the Connecticut General Assembly, including accounting, compensation, and HR services. The office employs four HR professionals: an HR administrator; an HR associate; an HR generalist; and a training and staff development coordinator.

Wisconsin. The Wisconsin Legislative Human Resources Office (LHRO) is an independent, joint nonpartisan office created in 2020, employing 11 staff, including a director. The LHRO serves about 850 people, including all staff and legislators. Services include general HR services; payroll and benefits; compensation and classification; employee services; and training and professional development.

Why Not?

- Cost
- Maintains agency autonomy
- Status quo has worked

What?

2-3-511. Office of legislative workplace relations - creation - duties - records - definitions. (2) The office of legislative workplace relations shall provide services to the general assembly, its members and employees, and the legislative staff agencies related to **employee relations; training; compliance; workplace culture**, including the investigation of complaints under the workplace expectations policy; and **workplace harassment**, including the investigation of complaints under the workplace harassment policy.

What?

Current HR services delivered centrally:

- Payroll and benefits administration
- Employee relations
 - Workplace Harassment Policy
 - Workplace Expectations Policy
 - ADA Coordination
 - Consultations
- Training

What?

Services separately provided by agencies:

- Time and leave administration
- Personnel policies and handbooks
- Employment law compliance
- Compensation and classification services
- Hiring and recruitment services
- New employee onboarding
- Training and organizational development

What?

Services for which there is consensus:

- ~~Time and leave administration~~ **Benefits Administration**
- Personnel policies and handbooks
- **Expanded employee relations services**
- Employment law compliance
- Compensation and classification services
- Hiring and recruitment services
- New employee onboarding
- Training and organizational development

Where?

1. Within the OLLS
2. Relocated to LCS
3. An independent staff agency

OLWR is relocating to the LSB basement to a space with room to grow.

How?

Statutory Changes

- Update Scope of Services
- Define Organizational Location
- Change OLWR to HR

Rules

- Update References to OLWR

Policies

- Update References to OLWR (not dependent on session)

Cost?

Short Term = \$0.00

Long Term = Costs associated with additional FTE

Questions?