

Testimony for Damien Leonard on H.754

February 12, 2020

Comments on Human Resources and Administrative Services Proposal in H.754:

- Specifically require that the Director of the Office of Human Resources and Administrative Services (the Office) or a staff person in the Office to have human resources experience
- Reporting of sexual harassment and discrimination may be problematic for Office staff.
 - 3 possible solutions
 - Leave bill as is, but require creation of a dedicated hotline or alternative reporting mechanism for staff who are uncomfortable reporting to Office director
 - Move committee services to another office and create a dedicated hotline or alternative reporting mechanism for the remaining staff in the Office
 - Make the HR Director an independent, one-person office
- A waiver of the exemption from the State classified service could, without additional legislative action, create a potential conflict for employees with HR duties if the staff elected to unionize following the waiver.
 - State Department of Human Resources employees are explicitly excluded from the State Employees Labor Relations Act.
- May want to expressly provide that personnel policies developed by HR Director are subject to JLMC approval
- May want to specifically address how the HR Director would work with Sexual Harassment Prevention panels and the House Discrimination Prevention Panel.
 - Would the Director's role be determined through the policies adopted, or would the Director have a specific roll set out in statute?