

# OFFICE OF FISCAL ANALYSIS

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sSB-354

AN ACT CONCERNING STAFFING IN THE UNEMPLOYMENT  
INSURANCE BENEFITS DIVISION IN THE LABOR DEPARTMENT.

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## **OFA Fiscal Note**

### **State Impact:**

Agency Affected	Fund-Effect	FY 27 \$	FY 28 \$
Labor Dept.	GF - Cost	at least 1,580,700	at least 3,556,575
State Comptroller - Fringe Benefits <sup>1</sup>	GF - Cost	at least 585,480	at least 1,317,330

Note: GF=General Fund

**Municipal Impact:** None

### **Explanation**

The bill requires the Department of Labor (DOL) to maintain the same number of employees in the Unemployment Insurance (UI) Benefits Division as were employed on September 30, 2025 in FY 27, and to hire 25 additional employees for the division in FY 28. This results in a cost to (1) the DOL of at least \$1,580,700 in FY 27 and at least \$3,556,575 in FY 28, and (2) the State Comptroller-Fringe Benefits account of at least \$585,480 in FY 27 and at least \$1,317,330 in FY 28.

According to the agency, 368 staff members were employed in the UI Benefits Division on September 30, 2025. As there are currently 348 employees, the agency would need to hire at least 20 staff members in FY 27 to meet the bill's requirement. This reflects an annualized cost of

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<sup>1</sup>The fringe benefit costs for most state employees are budgeted centrally in accounts administered by the Comptroller. The estimated active employee fringe benefit cost associated with most personnel changes is 41.82% of payroll in FY 27.

\$1.4 million for salary<sup>2</sup>, \$140,700 for overhead, and \$585,480 for fringe benefits. If the number of employees decreases further by the end of FY 26, the cost would increase. For reference, the cost of hiring one additional employee for this division is \$106,309 (\$70,000 for salary, \$29,274 for overhead, and \$29,274 for fringe benefits).

The bill also requires the DOL to hire 25 additional employees for the same division in FY 28, resulting in an annualized cost of \$1.75 million for salary, \$225,875 for overhead, and \$175,850 for fringe benefits.

### ***The Out Years***

The annualized ongoing fiscal impact identified above would continue into the future subject to inflation.

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<sup>2</sup> The average entry level salary for the UI Benefits Division is \$70,000.