

CT Department of Labor Responses: Rep Tammy Nuccio budget questions

Headcount Questions:

1. What is your current headcount?
 - a. Total headcount: 680 state and federally funded Full-time Equivalents
 - b. Of the total, how many are Funded headcount: 680 Full-Time Equivalents (FTEs)
 - c. Of the funded, how many Actual headcount: 660 FTEs
 - d. Open/vacancies headcount: 20 Full-Time Equivalents (FTEs)
 - i. Are these opens part-time or full-time resources? Full-time = 20; Part-time = 0

PERSONAL SUMMARY	As of January 2026		
	Filled	Vacant	Total
General Fund Appropriated	208	16	224
General Fund Consumer Contact Center***	50	0	50
Workers' Compensation Fund	2	0	2
Federal Funds*	0	0	0
Non Federal Grants	0	0	0
Restricted State Accounts**	8	0	8
Employment Security Administration - Federal NON UI	94	4	98
Employment Security Administration - Federal UI***	298	0	298
Special Non-Appropriated Funds	0	0	0
	660	20	680

Notes

Headcount based on PPE 1-22-26 (includes DAS/BITS IT Staff)

Vacant Positions

Wage and Hour investigator positions interviews were completed 12/12 and are in process of being filled. 3 of the positions will be filled 2/20/2026

***Federal Funds**

ARPA Paid Sick Leave (FTE = 0.08); ARPA Unemployment Support (FTE = 0)

**** Other Fund/Restricted State Accounts includes:**

OPM Research Position, Apprenticeship, Civil Penalties, PFMLA

***** UI FTEs = 348 (Fed & GF)**

There are 20 general fund approved vacancies. CT DOL had 20 additional federally funded UI FTE's vacated from October 1, 2025 through March 1, 2026, and will continue to increase. There is a lack of federal funding to backfill or fill these UI vacancies.

**These numbers should tie (example):*

a. Total headcount: 100

b. Funded headcount: 90

c. Actual headcount: 80

d. Open headcount: 10

Full-time = 8

Part-time = 2

(Funded) 90 - (Actual) 80 = (Open) 10

2. Is there is change in headcount (either up or down) for this budget ask? **Yes**

- a. If there is a positive change in headcount, please explain what the positions are and what is driving the need for the positions **N/A**
 - i. If these adds are legislatively driven, what piece of legislation is driving the increase? **N/A**
 - ii. If they are not legislatively driven, please indicate which program is increasing if there is one **N/A**

b. If there is a reduction, please explain what is driving the reduction
The Governor's proposed budget includes a staffing reduction in personal services to remove 5 positions in FY27, 3 positions for the Integrity Council, and 2 positions for the Oversight Apprenticeship Program. There was no structural guidance for implementing this program.

- i. Are the positions being transferred to another area? **No**

3. Does this budget ask include the open/vacant positions above? **Yes – pertaining to Question 1**

- a. If yes, how are they budgeted into your plan? (Please explain for all opens – if you have ten opens then explain for all ten)

- i. Are these full time or part positions? **Full-Time**

- ii. What is the anticipated start date of your vacancies?

There are 20 full-time open positions. We have built them into the budget 16 are general fund positions; 4 are federal positions. 3 full-time general fund positions are expected to be filled February 20th. The remaining positions have varying anticipated start dates within the next few months potentially into the next fiscal year.

**Please detail by number, for example: There are 10 open positions – 8 are full-time and 2 are part-time. We have built them into the budget as follows. 8 full-time positions are expected to be filled on 07/01 and 2 part-time positions are expected to be filled on 01/01*

4. How many opens/vacancies did you have at the prior year end on 06/30/2025? **3**
 - a. How many vacancies did you start the prior year with (07/01/2024)? **23**
 - b. How many people left throughout the year either via leaving, retiring, or transferring? **73**
 - c. How many new hires did you have in the same time period (07/01/24-06/30/25)? **70**

The difference in the calculation is due to the durational positions that ended in FY25 and were not included in the approved vacancy list at the end of fiscal year.

*For example-- all of these numbers should tie. Started 2023 with 20 vacancies, 2 left for retirement, hired 12. This should tie to your opens above - $20+2-12=10$

5. What is the average salary of your open positions? **\$76,764.02**

Lapse Questions: *(please provide the numbers and not a link to the comptroller's report)

1. Were there any lapsing accounts on 06/30/2025?
 - a. If yes, what were the accounts? **See Chart Below**
 - b. If yes, what was the lapse balance? **See Chart Below**

	CONTINUED	APPROPRIATION	TOTAL	EXPENDITURES	APPROPRIATIONS		
	AND INITIAL		ADJUSTMENTS		APPROPRIATIONS	LAPSED	CONT to FY26
LABOR DEPARTMENT							
10010 PERSONAL SERVICES	15,725,667	740,843	16,466,510	16,403,294	63,216	-	-
10020 OTHER EXPENSES	3,025,654	500,000	3,525,654	3,274,909	250,745	-	-
12079 CETC WORKFORCE	590,125	12,185	602,310	594,718	7,592	-	-
12098 WORKFORCE INVESTMENT ACT	49,766,847	103,210	49,870,057	35,768,349	-	14,101,708	-
12108 JOBS FUNNEL PROJECTS	712,857	-	712,857	702,966	9,891	-	-
12205 CONNECTICUT'S YOUTH EMPLOYMENT PROGRAM	10,270,130	-	10,270,130	10,177,536	92,594	-	-
12212 JOBS FIRST EMPLOYMENT SERVICES	13,569,336	15,661	13,584,997	13,139,541	445,456	-	-
12328 APPRENTICESHIP PROGRAM	580,431	18,313	598,744	598,744	-	-	-
12357 CONNECTICUT CAREER RESOURCE NETWORK	146,775	3,961	150,736	149,366	1,370	-	-
12425 STRIVE	88,779	-	88,779	87,547	1,232	-	-
12575 OPPORTUNITY - LONG TERM UNEMPLOYMENT	4,621,184	-	4,621,184	4,341,571	279,613	-	-
12576 VETERANS' OPPORTUNITY PILOT	245,047	-	245,047	245,047	-	-	-
12582 SECOND CHANCE INITIATIVES	327,038	-	327,038	322,500	4,538	-	-
12583 CRADLE TO CAREER	100,000	-	100,000	98,613	1,387	-	-
12586 NEW HAVEN JOBS FUNNEL	750,000	-	750,000	739,594	10,406	-	-
12596 HEALTHCARE APPRENTICESHIP INITIATIVE	500,000	-	500,000	-	500,000	-	-
12597 MANUFACTURING PIPELINE INITIATIVE	4,624,271	2,657	4,626,928	4,626,928	-	-	-
AGENCY TOTAL	105,644,141	1,396,830	107,040,971	91,271,223	1,668,040	14,101,708	-

- c. If yes, what drove the lapse?

The Personnel Services (PS) lapse was the result of delays in hiring replacements.

The Healthcare Apprenticeship Initiative funding was eliminated as a program as it was not established, and this line item annually lapses the full appropriation.

The following funds experienced an operating lapse:

- Other Expenses (OE). It also includes an operating lapse in expenditures from the Building Trades Training Institute.
- Connecticut Employment and Training Commission (CETC) Workforce
- Jobs Funnel Projects
- Connecticut Youth Employment Program
- Jobs First Employment Services
- CT Career Resource Network
- Strive
- Opportunity – Long Term Unemployment
- Second Chance Initiatives
- New Haven Jobs Funnel

2. Please provide the starting Personnel Services budget number and the ending Personnel Services number. Please do not include any dollars that may have been moved via the FAC process. Just total non adjusted budgeted PS line item and total ending PS line item.

	CONTINUED AND INITIAL APPROPRIATIONS	APPROPRIATION ADJUSTMENTS	TOTAL APPROPRIATIONS	EXPENDITURES	LAPSED	APPROPRIATIONS CONT to FY26
LABOR DEPARTMENT 10010 PERSONAL SERVICES	15,725,667	740,843	16,466,510	16,403,294	63,216	-

3. Where there any dollars for new programs/legislation that did not kick off?
- If so what were the programs/legislation?
 - What prevented implementation of the program?

The FY 26+27 biennial budget provided funding for the Apprenticeship Program Oversight and Integrity council for FY27, but there was an adjustment to remove 5 positions in FY27 in the Governors Midterm budget, 3 positions for an Integrity Council and 2 positions for the Oversight Apprenticeship Program. There's no implementing language on the mission.

4. If there is a lapsing balance, do you anticipate it carrying forward?
- If yes, how do you propose to use that lapse?
 - Will it be for one-time expenses?
 - If so, what are those one-time expenses?
 - If ongoing expense is that expense built into this budget in FY 26?

The Governor's proposed FY 2027 budget adjustments do not rely on any carryforwards of FY 2026 appropriations to fund ongoing operations.

ARPA Questions:

1. Are there still ARPA funds included in this budget?

a. If yes, when will the funding be fully utilized

Status of ARPA Expenditures Through January 31, 2026						
	SID	Available Funding	Total Cumulative Obligations	Total Cumulative Expenditures	Remaining Balance	Estimated Completion
ARPA-YouthBuild	28219	1,500,000.00	761,289.21	738,710.79	-	7/31/2026
ARPA-Build With Our Hands	28330	500,000.00	269,838.80	230,161.20	-	6/30/2026
ARPA-Employment Platform	28476	500,000.00	143,313.50	356,686.50	-	7/31/2026
ARPA-Paid Sick	28477	150,000.00	-	7,096.61	142,903.39	9/30/2026
ARPA-Unemployment Trust Fund	29765	155,000,000.00	-	145,824,452.95	9,175,547.05	9/30/2026
ARPA MOU Transfers	29819	2,000,000.00	169,639.12	1,830,360.88	-	7/31/2026
Total ARPA		159,650,000.00	1,344,080.63	148,987,468.93	9,318,450.44	

Audit Questions:

1. Have you reviewed your agencies latest audit finding? **YES, limited to the FY21-22 audit which was released on July 2024, and reviewed thoroughly.**

2. Have you implemented the recommendations with no fiscal impact? **YES**

a. If so, please provide explanation of what you have changed to meet audit expectations.

- The Agency has successfully sought repeal of sections that called for regulations that are outdated or unnecessary.
- The Payroll Unit has strengthened internal controls over the review and approval of timesheets and has resumed holiday time audits.
- We have strengthened internal controls by ensuring proper segregation of duties over the collection, recording, and depositing of revenues. The CTDOL audit findings did not include a fiscal impact.
- We have implemented internal controls for asset management that ensure compliance with state property control requirements and reliable reporting.
- The agency has successfully sought the repeal of unnecessary or repetitive reporting requirements.
- CTDOL has implemented a Governance, Risk and Compliance (GRC) program to promote a risk-aware culture and inform decision making. A key component in

the GRC program is a comprehensive Disaster Recovery plan to include all CTDOL applications including Cloud based solutions.” BITS hired a dedicated GRC Program employee, in-kind to CTDOL. This person is the agency’s information security office (AISO) and is providing actionable items identified in the 2025 risk assessment conducted for ReEmployCT. Second, in the case of an infrastructure Disaster Recovery (RA) effort, CTDOL would contact the DAS - BITS organization. DAS - BITS will follow its Infrastructure Continuity Program (ICP) Plan to bring CTDOL for the unemployment insurance program in June 2025, outlining the scenario(s) and action plan for each day of the disaster. CTDOL will run this tabletop exercise, different scenario, again in June 2026. Further, a full DR ReEmployCT technical and business plan will start in March 2026, which is expected to be executed for a full week in CY2027. (Funding source yet to be identified)

- The department continues to work with each Board to ensure that all documents are posted.
 - In 2025, the legislature approved the funding for the hiring of additional wage and hour investigators which in time will help address the backlog.
3. If your agency has a recommendation with a fiscal impact, do you know what that annualized impact is? **N/A**

General Questions:

1. Is there anything you would change about this budget?
 - I support the budget as proposed by Governor Lamont
2. Is there anything you would add to this budget?
 - I support the budget as proposed by Governor Lamont
3. Is there anything you would remove from this budget?
 - I support the budget as proposed by Governor Lamont
4. Is there any legislation that was passed you feel you are not adequately prepared to implement? **N/A**
 - a. If so, what would we need to change to make it implementable?

(2/19/2026)