



House of Representatives

General Assembly

File No. 555

January Session, 2025

Substitute House Bill No. 6953

House of Representatives, April 7, 2025

The Committee on Labor and Public Employees reported through REP. SANCHEZ, E. of the 24th Dist., Chairperson of the Committee on the part of the House, that the substitute bill ought to pass.

AN ACT REQUIRING MUNICIPALITIES TO PROVIDE A PENSION TO POLICE OFFICERS AND FIREFIGHTERS THROUGH PARTICIPATION IN THE MUNICIPAL EMPLOYEES' RETIREMENT SYSTEM OR ANOTHER COMPARABLE PENSION SYSTEM.

Be it enacted by the Senate and House of Representatives in General Assembly convened:

1 Section 1. (NEW) (*Effective from passage*) Not later than June 30, 2027,
2 each municipality, as defined in section 7-148 of the general statutes,
3 shall provide each police officer or firefighter employed by such
4 municipality with a defined pension plan, through participation in
5 either (1) the municipal employees' retirement system, pursuant to
6 section 7-427 of the general statutes, or (2) any other defined pension
7 plan that provides such individuals with benefits that are comparable
8 or superior to those benefits offered by the municipal employees'
9 retirement system.

10 Sec. 2. (*Effective from passage*) The Comptroller shall conduct a study
11 on the considerations necessary for a municipality that does not

12 currently provide a defined pension plan to each police officer or
13 firefighter employed by such municipality through participation in
14 either (1) the municipal employees' retirement system, pursuant to
15 section 7-427 of the general statutes, or (2) any other defined pension
16 plan that provides such individuals with benefits that are comparable
17 or superior to those benefits offered by the municipal employees'
18 retirement system, to successfully transition such individuals from such
19 municipality's current retirement system to such defined pension plan
20 described in subdivisions (1) and (2) of this section. Not later than
21 January 1, 2026, the Comptroller shall submit a report of the results of
22 such study, in accordance with the provisions of section 11-4a of the
23 general statutes, to the joint standing committee of the General
24 Assembly having cognizance of matters relating to labor and public
25 employees.

This act shall take effect as follows and shall amend the following sections:

Section 1	<i>from passage</i>	New section
Sec. 2	<i>from passage</i>	New section

Statement of Legislative Commissioners:

In Section 1(2), "defined benefit plan" was changed to "defined pension plan" for consistency with other provisions; and in Sec. 2(2) "defined benefit plan" was changed to "defined pension plan" for consistency with other provisions.

LAB *Joint Favorable Subst.*

The following Fiscal Impact Statement and Bill Analysis are prepared for the benefit of the members of the General Assembly, solely for purposes of information, summarization and explanation and do not represent the intent of the General Assembly or either chamber thereof for any purpose. In general, fiscal impacts are based upon a variety of informational sources, including the analyst's professional knowledge. Whenever applicable, agency data is consulted as part of the analysis, however final products do not necessarily reflect an assessment from any specific department.

OFA Fiscal Note

State Impact: None

Municipal Impact:

Municipalities	Effect	FY 26 \$	FY 27 \$
Various Municipalities	STATE MANDATE ¹ - Cost	See Below	See Below

Explanation

The bill requires municipalities to offer defined pension plans to its employed police officers and firefighters which results in a cost to municipalities not currently offering a plan. The employer cost for police and fire members with social security in the Connecticut Municipal Employees Retirement System (CMERS) for FY 26 is 24.12% of payroll.² Annual costs will be incurred as municipalities begin offering benefit plans but must begin prior to the end of FY 27.

Approximately 87 municipalities are not offering any plans to police officers or firefighters.³ Of these, 28 have municipal police departments and 23 employ career firefighters.⁴ For illustrative purposes, if all enroll

¹ State mandate is defined in Sec. 2-32b(2) of the Connecticut General Statutes, "state mandate" means any state initiated constitutional, statutory or executive action that requires a local government to establish, expand or modify its activities in such a way as to necessitate additional expenditures from local revenues.

² Sourced from the June 30, 2024, CMERS actuarial valuation.

³ Sourced from the Municipal Fiscal Indicators book. There are 33 unique municipalities enrolled in CMERS for either fire, police, or both. Approximately 49 municipalities are not enrolled and employing police and fire members but are offering defined pension plans that would meet the requirements of the bill.

⁴ Sourced from a 2023 Office of Legislative Research Report, and the U.S. Fire Administration.

in CMERS and earn the average salary of those actives already in the plan, there would be an annual cost of approximately \$98.6 million proportionately shared by municipalities subject to the normal cost determined in the annual actuarial valuation.

The bill additionally requires the Comptroller to conduct a study and submit a report, which would not result in a fiscal impact as the agency can complete this within existing resources.

The Out Years

The annualized ongoing fiscal impact identified above would continue into the future subject to participation in the pension plans, and the associated employer cost.

Sources: Office of Legislative Research <https://www.cga.ct.gov/2023/rpt/pdf/2023-R-0265.pdf>
Office of the State Comptroller <https://osc.ct.gov/wp-content/uploads/2025/01/CMERS-2024-Valuation-Report-FINAL-with-Schedule-H.pdf>
The Connecticut State Firefighters Association, Inc. <http://csfa.org/>
U.S. Fire Administration <https://www.usfa.fema.gov/>

OLR Bill Analysis**sHB 6953*****AN ACT REQUIRING MUNICIPALITIES TO PROVIDE A PENSION TO POLICE OFFICERS AND FIREFIGHTERS THROUGH PARTICIPATION IN THE MUNICIPAL EMPLOYEES' RETIREMENT SYSTEM OR ANOTHER COMPARABLE PENSION SYSTEM.*****SUMMARY**

This bill requires each municipality, by June 30, 2027, to provide a defined pension plan (presumably, a defined benefit pension plan) for each police officer and firefighter it employs, either through participation in the Connecticut Municipal Employees Retirement System or another defined pension plan with comparable or superior benefits.

The bill correspondingly requires the comptroller to study the considerations needed for a municipality that does not currently meet that requirement to successfully transition its officers and firefighters into such a defined pension plan. The comptroller must report the study's results to the Labor and Public Employees Committee by January 1, 2026.

Under the bill, a "municipality" is a town, city or borough, consolidated town and city, or consolidated town and borough. Although undefined in the bill, a defined benefit pension plan generally gives an employee a guaranteed pension benefit, with the employer bearing the risk of ensuring the plan has enough funding to pay the benefits.

EFFECTIVE DATE: Upon passage

COMMITTEE ACTION

Labor and Public Employees Committee

Joint Favorable Substitute

Yea 9 Nay 4 (03/20/2025)