

General Assembly

January Session, 2025

## Raised Bill No. 7199

LCO No. **5638** 

Referred to Committee on PUBLIC SAFETY AND SECURITY

Introduced by: (PS)

## AN ACT CONCERNING FIREFIGHTER RECRUITMENT AND RETENTION.

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

1 Section 1. (NEW) (Effective July 1, 2025) The Connecticut Housing 2 Finance Authority shall develop and administer a program of mortgage 3 assistance to uniformed members of paid or volunteer fire departments 4 in the state. Such assistance shall be available to an eligible firefighter 5 for the purchase of a house as such firefighter's principal residence in 6 the community served by such firefighter. In making mortgage 7 assistance available under the program, the authority shall utilize down 8 payment assistance or any other appropriate housing subsidies. The 9 terms of any mortgage assistance shall allow the mortgagee to realize a 10 reasonable portion of the equity gain upon sale of the mortgaged 11 property.

Sec. 2. Subsection (d) of section 10a-77 of the general statutes is
repealed and the following is substituted in lieu thereof (*Effective July 1*,
2025):

15 (d) Said board of trustees shall waive the payment of tuition at any of

16 the regional community-technical colleges (1) for any dependent child 17 of a person whom the armed forces of the United States has declared to 18 be missing in action or to have been a prisoner of war while serving in 19 such armed forces after January 1, 1960, which child has been accepted 20 for admission to such institution and is a resident of the state at the time 21 such child is accepted for admission to such institution, (2) subject to the 22 provisions of subsection (e) of this section, for any veteran, as defined in 23 section 27-103, who performed service in time of war, as defined in 24 section 27-103, except that for purposes of this subsection, "service in 25 time of war" shall not include time spent in attendance at a military 26 service academy, which veteran has been accepted for admission to such 27 institution and is domiciled in this state at the time such veteran is 28 accepted for admission to such institution, (3) for any resident of the 29 state sixty-two years of age or older, provided, at the end of the regular 30 registration period, there are enrolled in the course a sufficient number 31 of students other than those residents eligible for waivers pursuant to 32 this subdivision to offer the course in which such resident intends to 33 enroll and there is space available in such course after accommodating 34 all such students, (4) for any student attending the Connecticut State 35 Police Academy who is enrolled in a law enforcement program at said academy offered in coordination with a regional community-technical 36 37 college which accredits courses taken in such program, (5) for any active 38 member of the Connecticut Army or Air National Guard who (A) has 39 been certified by the Adjutant General or such Adjutant General's 40 designee as a member in good standing of the guard, and (B) is enrolled 41 or accepted for admission to such institution on a full-time or part-time 42 basis in an undergraduate degree-granting program, (6) for any 43 dependent child of a (A) police officer, as defined in section 7-294a, or 44 supernumerary or auxiliary police officer, (B) firefighter, as defined in 45 section 7-323j, or member of a volunteer fire company, (C) municipal 46 employee, or (D) state employee, as defined in section 5-154, killed in 47 the line of duty, (7) for any resident of the state who is a dependent child 48 or surviving spouse of a specified terrorist victim who was a resident of 49 this state, (8) for any dependent child of a resident of the state who was

50 killed in a multivehicle crash at or near the intersection of Routes 44 and 51 10 and Nod Road in Avon on July 29, 2005, [and] (9) for any resident of 52 the state who is a dependent child or surviving spouse of a person who 53 was killed in action while performing active military duty with the 54 armed forces of the United States on or after September 11, 2001, and 55 who was a resident of this state, (10) for a uniformed member of a paid 56 or volunteer fire department, who, as documented by the chief of such 57 department, has served as such a member in the state for not less than 58 two years, (11) for any dependent child of a uniformed member of a paid 59 or volunteer fire department, who, as documented by the chief of such 60 department, has served as such a member in the state for not less than 61 five years, and (12) for any student attending the state fire school, who 62 is enrolled in a program at said school offered in coordination with a 63 regional community-technical college that accredits courses taken in 64 such program. If any person who receives a tuition waiver in accordance 65 with the provisions of this subsection also receives educational 66 reimbursement from an employer, such waiver shall be reduced by the 67 amount of such educational reimbursement. Veterans and members of 68 the National Guard described in subdivision (5) of this subsection shall 69 be given the same status as students not receiving tuition waivers in 70 registering for courses at regional community-technical colleges. 71 Notwithstanding the provisions of section 10a-30, as used in this 72 subsection, "domiciled in this state" includes domicile for less than one 73 year.

Sec. 3. Subsection (d) of section 10a-99 of the general statutes is
repealed and the following is substituted in lieu thereof (*Effective July 1*,
2025):

(d) Said board shall waive the payment of tuition fees for
undergraduate and graduate degree programs at the Connecticut State
University System (1) for any dependent child of a person whom the
armed forces of the United States has declared to be missing in action or
to have been a prisoner of war while serving in such armed forces after
January 1, 1960, which child has been accepted for admission to such

83 institution and is a resident of the state at the time such child is accepted for admission to such institution, (2) subject to the provisions of 84 85 subsection (e) of this section, for any veteran, as defined in section 27-86 103, who performed service in time of war, as defined in section 27-103, 87 except that for purposes of this subsection, "service in time of war" shall 88 not include time spent in attendance at a military service academy, 89 which veteran has been accepted for admission to such institution and 90 is domiciled in this state at the time such veteran is accepted for 91 admission to such institution, (3) for any resident of the state sixty-two 92 years of age or older who has been accepted for admission to such 93 institution, provided (A) such resident is enrolled in a degree-granting 94 program, or (B) at the end of the regular registration period, there are 95 enrolled in the course a sufficient number of students other than those 96 residents eligible for waivers pursuant to this subdivision to offer the 97 course in which such resident intends to enroll and there is space 98 available in such course after accommodating all such students, (4) for 99 any student attending the Connecticut Police Academy who is enrolled 100 in a law enforcement program at said academy offered in coordination 101 with the university which accredits courses taken in such program, (5) 102 for any active member of the Connecticut Army or Air National Guard 103 who (A) has been certified by the Adjutant General or such Adjutant 104 General's designee as a member in good standing of the guard, and (B) 105 is enrolled or accepted for admission to such institution on a full-time 106 or part-time basis in an undergraduate or graduate degree-granting 107 program, (6) for any dependent child of a (A) police officer, as defined 108 in section 7-294a, or supernumerary or auxiliary police officer, (B) 109 firefighter, as defined in section 7-323j, or member of a volunteer fire 110 company, (C) municipal employee, or (D) state employee, as defined in 111 section 5-154, killed in the line of duty, (7) for any resident of this state 112 who is a dependent child or surviving spouse of a specified terrorist 113 victim who was a resident of the state, (8) for any dependent child of a 114 resident of the state who was killed in a multivehicle crash at or near the 115 intersection of Routes 44 and 10 and Nod Road in Avon on July 29, 2005, 116 [and] (9) for any resident of the state who is a dependent child or

117 surviving spouse of a person who was killed in action while performing 118 active military duty with the armed forces of the United States on or 119 after September 11, 2001, and who was a resident of this state, (10) for a 120 uniformed member of a paid or volunteer fire department, who, as 121 documented by the chief of such department, has served as such a 122 member in the state for not less than two years, (11) for any dependent 123 child of a uniformed member of a paid or volunteer fire department, 124 who, as documented by the chief of such department, has served as such 125 a member in the state for not less than five years, and (12) for any 126 student attending the state fire school, who is enrolled in a program at 127 said school offered in coordination with the university that accredits 128 courses taken in such program. If any person who receives a tuition 129 waiver in accordance with the provisions of this subsection also receives 130 educational reimbursement from an employer, such waiver shall be 131 reduced by the amount of such educational reimbursement. Veterans 132 and members of the National Guard described in subdivision (5) of this 133 subsection shall be given the same status as students not receiving 134 tuition waivers in registering for courses at Connecticut state 135 universities. Notwithstanding the provisions of section 10a-30, as used 136 in this subsection, "domiciled in this state" includes domicile for less 137 than one year.

Sec. 4. Subsection (e) of section 10a-105 of the general statutes is
repealed and the following is substituted in lieu thereof (*Effective July 1*,
2025):

141 (e) Said board of trustees shall waive the payment of tuition fees for 142 any undergraduate or graduate degree program at The University of 143 Connecticut (1) for any dependent child of a person whom the armed 144 forces of the United States has declared to be missing in action or to have 145 been a prisoner of war while serving in such armed forces after January 146 1, 1960, which child has been accepted for admission to The University 147 of Connecticut and is a resident of the state at the time such child is 148 accepted for admission to said institution, (2) subject to the provisions 149 of subsection (f) of this section, for any veteran, as defined in section 27150 103, who performed service in time of war, as defined in section 27-103, except that for purposes of this subsection, "service in time of war" shall 151 152 not include time spent in attendance at a military service academy, 153 which veteran has been accepted for admission to said institution and is 154 domiciled in this state at the time such veteran is accepted for admission 155 to said institution, (3) for any resident of the state sixty-two years of age 156 or older who has been accepted for admission to said institution, provided (A) such resident is enrolled in a degree-granting program, or 157 158 (B) at the end of the regular registration period, there are enrolled in the 159 course a sufficient number of students other than those residents eligible 160 for waivers pursuant to this subdivision to offer the course in which 161 such resident intends to enroll and there is space available in such 162 course after accommodating all such students, (4) for any active member 163 of the Connecticut Army or Air National Guard who (A) has been 164 certified by the Adjutant General or such Adjutant General's designee as a member in good standing of the guard, and (B) is enrolled or 165 accepted for admission to said institution on a full-time or part-time 166 167 basis in an undergraduate or graduate degree-granting program, (5) for any dependent child of a (A) police officer, as defined in section 7-294a, 168 169 or supernumerary or auxiliary police officer, (B) firefighter, as defined 170 in section 7-323j, or member of a volunteer fire company, (C) municipal 171 employee, or (D) state employee, as defined in section 5-154, killed in 172 the line of duty, (6) for any resident of the state who is the dependent 173 child or surviving spouse of a specified terrorist victim who was a 174 resident of the state, (7) for any dependent child of a resident of the state 175 who was killed in a multivehicle crash at or near the intersection of 176 Routes 44 and 10 and Nod Road in Avon on July 29, 2005, [and] (8) for 177 any resident of the state who is a dependent child or surviving spouse 178 of a person who was killed in action while performing active military 179 duty with the armed forces of the United States on or after September 180 11, 2001, and who was a resident of this state, (9) for a uniformed 181 member of a paid or volunteer fire department, who, as documented by 182 the chief of such department, has served as such a member in the state 183 for not less than two years, and (10) for any dependent child of a

184 uniformed member of a paid or volunteer fire department, who, as 185 documented by the chief of such department, has served as such a 186 member in the state for not less than five years. If any person who 187 receives a tuition waiver in accordance with the provisions of this 188 subsection also receives educational reimbursement from an employer, 189 such waiver shall be reduced by the amount of such educational 190 reimbursement. Veterans and members of the National Guard 191 described in subdivision (4) of this subsection shall be given the same 192 status as students not receiving tuition waivers in registering for courses 193 at The University of Connecticut. Notwithstanding the provisions of 194 section 10a-30, as used in this subsection, "domiciled in this state" 195 includes domicile for less than one year.

196 Sec. 5. (NEW) (*Effective July 1, 2025*) (a) As used in this section:

(1) "Accrued service award" means the total value, as of a given date,of a participant's program account.

(2) "Bona fide volunteer" has the same meaning as provided in
Section 457(e) of the Internal Revenue Code of 1986, or any subsequent
corresponding internal revenue code of the United States, as amended
from time to time.

203 (3) "Commission" means the State Retirement Commission.

(4) "Eligible firefighter" means a firefighter who (A) is a bona fide
volunteer performing qualified services in a volunteer fire company or
department, and (B) is not otherwise earning credit for such qualified
service as a participant in any other length-of-service award program,
pension system operating pursuant to subparagraph (A) of subdivision
(5) of subsection (c) of section 7-148 of the general statutes or any other
comparable program.

(5) "Participant" means an eligible firefighter who participates in theprogram.

(6) "Program account" means a separate account maintained for each
participant reflecting applicable contributions, applicable forfeitures,
investment income or loss and administrative and investment expenses
allocated to each participant and paid from the Volunteer Firefighter
Length-of-Service Award Program Trust Fund, established under
subsection (c) of this section.

(7) "Qualified service" has the same meaning as provided in Section
457(e)(11) of the Internal Revenue Code of 1986, or any subsequent
corresponding internal revenue code of the United States, as amended
from time to time.

(b) The State Retirement Commission, in consultation with the
Commission on Fire Prevention and Control and the State Fire
Administrator, shall establish a volunteer firefighter length-of-service
award program. The State Retirement Commission may contract with
third parties to provide services for such program.

228 (c) There is established a Volunteer Firefighter Length-of-Service 229 Award Program Trust Fund. The fund shall contain any moneys 230 required or permitted by law to be deposited in the fund and may apply 231 for and accept gifts, grants or donations from public or private sources 232 to enable the trust fund to carry out its objectives. Investment earnings 233 credited to the assets of the fund shall become part of the assets of the 234 fund. The fund shall be held in trust separate and apart from all other 235 moneys, funds and accounts. Any balance remaining in the fund at the 236 end of any fiscal year shall be carried forward in the fund for the fiscal 237 year next succeeding. The fund shall be used to make payments as 238 provided in this section and for administrative expenses related to the 239 provisions of this section.

(d) Not later than January 1, 2026, and annually thereafter, each
volunteer fire company or department shall submit to the commission a
list of eligible firefighters and the amount of service credit each such
firefighter has earned with such department, on a form and in a manner

as determined by the commission.

(e) (1) Not later than April 1, 2026, and annually thereafter, the
commission shall determine which eligible firefighters satisfy the
service credit requirements established pursuant to regulations adopted
in accordance with subsection (k) of this section to be participants in the
program, and the amount of credits applicable to each such participant.

(2) An eligible firefighter may decline to become a participant in the
program if such firefighter files with the commission, prior to such
firefighter satisfying such service credit requirements to become a
participant in the program, an irrevocable waiver of participation that
is signed by the eligible firefighter and the chief of the volunteer fire
company or department of which such firefighter is a member.

(3) A participant shall receive service credit for service as an eligible
firefighter before, on and after the effective date of this section. Service
credit earned by a participant shall never be forfeited.

259 (f) Not later than July 1, 2026, and annually thereafter, the 260 commission shall credit a length-of-service award, in an amount 261 determined by the regulations adopted pursuant to subsection (k) of this 262 section, to the program account of each participant who the commission 263 determines qualifies for a length-of-service award pursuant to the 264 service credit requirements established by such regulations. No such 265 award may exceed the limit provided in Section 457(e)(11) of the 266 Internal Revenue Code of 1986, or any subsequent corresponding 267 internal revenue code of the United States, as amended from time to 268 time.

(g) (1) A participant's accrued service award becomes vested once
such participant has five years of service credit, as determined pursuant
to regulations adopted under subsection (k) of this section.

(2) If a participant has not been an eligible firefighter for thirty-sixconsecutive months and such participant's accrued service award has

274 not become vested, such accrued service award shall be forfeited and

275 deposited in the Volunteer Firefighter Length-of-Service Award276 Program Trust Fund.

(h) The commission shall pay each participant such participant'saccrued service award when the participant:

(1) Becomes vested pursuant to subsection (g) of this section and hasattained the age of sixty-five years or over;

(2) Has twenty years of service credit, provided the participant may,
prior to attaining such twenty years of service credit, file a written
election with the commission to defer payment of the accrued service
award until the participant attains the age of sixty-five;

(3) Is vested and has not been an eligible firefighter for at least thirty-six consecutive months; or

(4) Has been determined to be totally and permanently disabled by
the United States Social Security Administration, the Workers'
Compensation Commission or any other entity approved by the State
Retirement Commission.

(i) If a participant is paid such participant's accrued service award
pursuant to subsection (h) of this section and subsequently qualifies for
a length-of-service award at any other time pursuant to the provisions
of this section and regulations adopted pursuant to subsection (k) of this
section, the commission shall pay such service award directly to such
participant.

(j) If a participant dies prior to receiving such participant's accrued
service award pursuant to subsection (h) of this section or a length-ofservice award pursuant to subsection (i) of this section, the commission
shall pay such award to any beneficiary the participant has designated
on a form and in a manner prescribed by the commission.

302 (k) Not later than January 1, 2026, the State Retirement Commission,

303 in consultation with the Commission on Fire Prevention and Control 304 and the State Fire Administrator, shall adopt regulations, in accordance 305 with the provisions of chapter 54 of the general statutes, to implement 306 the volunteer firefighter length-of-service award program. Such 307 regulations shall include, but need not be limited to, provisions 308 regarding (1) earning service credits and determining the amount of 309 awards, which may include a point-based system that requires earning 310 points for responding to calls, attending meetings and trainings or other 311 factors, (2) documentation for earning such credits, including a system 312 to permit volunteer fire companies and departments to comply with the 313 requirements of subsection (d) of this section, and (3) contesting 314 determinations of service credits awarded to a participant.

Sec. 6. Section 3-13c of the general statutes is repealed and the following is substituted in lieu thereof (*Effective July 1, 2025*):

317 As used in sections 3-13 to 3-13e, inclusive, and 3-31b, "trust funds" 318 includes the Connecticut Municipal Employees' Retirement Fund A, the 319 Connecticut Municipal Employees' Retirement Fund B, the Soldiers, 320 Sailors and Marines Fund, the Family and Medical Leave Insurance 321 Trust Fund, the State's Attorneys' Retirement Fund, the Teachers' 322 Annuity Fund, the Teachers' Pension Fund, the Teachers' Survivorship 323 and Dependency Fund, the School Fund, the State Employees 324 Retirement Fund, the Hospital Insurance Fund, the Policemen and 325 Firemen Survivor's Benefit Fund, any trust fund described in 326 subdivision (1) of subsection (b) of section 7-450 that is administered, 327 held or invested by the State Treasurer, the Connecticut Baby Bond 328 Trust, any Climate Change and Coastal Resiliency Reserve Fund created 329 pursuant to section 7-159d, the Volunteer Firefighter Length-of-Service 330 Award Program Trust Fund and all other trust funds administered, held 331 or invested by the State Treasurer.

332 Sec. 7. Section 1 of special act 23-1 is amended to read as follows333 (*Effective from passage*):

(a) There is established a task force to study the shortage of
firefighters and emergency medical services personnel in the state. The
task force shall:

337 (1) Examine the factors associated with the shortage of firefighters338 and emergency medical services personnel in the state;

339 (2) Study ways to alleviate such shortage, which shall include, but is 340 not limited to, an examination of (A) providing an income tax credit for 341 volunteer firefighters, (B) developing a pipeline from colleges and 342 universities into firefighting and emergency medical services, (C) 343 offering tuition incentives for volunteer firefighters and emergency 344 medical services personnel, (D) streamlining certification and 345 recertification processes for firefighters and emergency medical services 346 personnel, and (E) providing sustainable and consistent state funding 347 for training of firefighters and emergency medical services personnel; 348 and

349 (3) Make recommendations to address such shortage.

- 350 (b) The task force shall consist of the following members:
- (1) Two appointed by the speaker of the House of Representatives,one of whom is a municipal chief executive officer;
- 353 (2) Two appointed by the president pro tempore of the Senate, one of354 whom is a municipal chief executive officer;
- 355 (3) One appointed by the majority leader of the House of356 Representatives, who is a firefighter;
- (4) One appointed by the majority leader of the Senate, who providesemergency medical services;
- (5) One appointed by the minority leader of the House ofRepresentatives, who provides emergency medical services;

361 362	(6) One appointed by the minority leader of the Senate, who is a firefighter;		
363 364	(7) The Commissioner of Emergency Services and Public Protection, or the commissioner's designee;		
365 366	(8) The Commissioner of Public Health, or the commissioner's designee; and		
367	(9) Three persons appointed by the Governor.		
368 369 370	(c) Any member of the task force appointed under subdivision (1), (2), (3), (4), (5) or (6) of subsection (b) of this section may be a member of the General Assembly.		
371 372 373	(d) All initial appointments to the task force shall be made not later than [thirty days after the effective date of this section] <u>July 1, 2025</u> . Any vacancy shall be filled by the appointing authority.		
374 375	(e) The speaker of the House of Representatives and the president pro tempore of the Senate shall select the chairpersons of the task force from		
376	among the members of the task force. Such chairpersons shall schedule		
377 378	the first meeting of the task force, which shall be held not later than [sixty days after the effective date of this section] <u>August 1, 2025</u> .		
379	(f) The administrative staff of the joint standing committee of the		
380	General Assembly having cognizance of matters relating to public safety		
381	and security shall serve as administrative staff of the task force.		
382	(g) Not later than January 1, [2024] <u>2026</u> , the task force shall submit a		
383	report on its findings and recommendations to the joint standing		
384	committee of the General Assembly having cognizance of matters		
385	relating to public safety and security, in accordance with the provisions		
386	of section 11-4a of the general statutes. The task force shall terminate on		
387	the date that it submits such report or January 1, [2024] 2026, whichever		
388	is later.		

389 Sec. 8. (NEW) (*Effective July 1, 2025*) (a) For purposes of this section:

(1) "Entry-level training" means the training requirements associated
with performing the basic duties of a firefighter, as determined by the
state fire school, a municipal or regional fire school or a municipality
within this state;

(2) "Cost of entry-level training" means the cost of training,
equipment, uniforms, salary and fringe benefits and any cost related to
firefighter entry-level training, except for the cost of any equipment or
uniforms that were returned by such firefighter;

(3) "Firefighter" has the same meaning as provided in section 7-323j
of the general statutes, except that "firefighter" does not include a
volunteer firefighter; and

401 (4) "Municipality" has the same meaning as provided in section 7-323j402 of the general statutes.

403 (b) If a firefighter who satisfactorily completes entry-level training 404 while employed by a municipality is subsequently hired by another 405 municipality on or after July 1, 2025, and within two years after the 406 firefighter completed the entry-level training, the municipality that 407 subsequently hires the firefighter shall reimburse the initial employing 408 municipality fifty per cent of the total cost of the entry-level training. 409 The provisions of this section shall not apply to a municipality that hires 410 a firefighter two years or more after the firefighter completes entry-level 411 training.

(c) Nothing in this section shall be construed to affect an agreement
between a firefighter or a collective bargaining unit and a municipality
entered into prior to July 1, 2025, that provides for the reimbursement
of the cost of entry-level training.

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

Section 1	July 1, 2025	New section
Sec. 2	July 1, 2025	10a-77(d)
Sec. 3	July 1, 2025	10a-99(d)
Sec. 4	July 1, 2025	10a-105(e)
Sec. 5	July 1, 2025	New section
Sec. 6	July 1, 2025	3-13c
Sec. 7	from passage	SA 23-1, Sec. 1
Sec. 8	July 1, 2025	New section

## Statement of Purpose:

To enhance firefighter recruitment and retention.

[Proposed deletions are enclosed in brackets. Proposed additions are indicated by underline, except that when the entire text of a bill or resolution or a section of a bill or resolution is new, it is not underlined.]