



TESTIMONY

Rachel Kriege, Administrative Division Director

House Government and Veterans Affairs

January 17, 2025

Good Morning Chairman Schauer and members of the Government and Veterans Affairs Committee. For the record, my name is Rachel Kriege and I serve as the Administrative Division Director for the Insurance Department, which part of my role is also Human Resources. I stand before you today in support of House Bill 1170.

HB 1170 would allow agencies the flexibility to grant new employees a predetermined amount of time off upon hire, providing immediate benefits that can significantly enhance recruitment.

Currently, new hires in state employment start with no leave balance. This system can be a deterrent for potential employees, especially those who may be transitioning from the private sector, where paid time off is often part of the overall compensation package from day one. By offering some leave, upon hire, we can better compete for top talent and reduce barriers for those considering state employment. This small adjustment would help align state employment with industry standards and make our positions more attractive to skilled candidates.

In competitive job markets, especially in specialized fields such as Insurance, candidates often weigh the benefits of a position, including paid time off, alongside other factors such as salary and work-life balance. Offering a leave package at the start provides new employees with the immediate flexibility to manage personal needs, ensuring they feel supported from day one.

In conclusion, the introduction of time off for a new hire offers a practical and valuable tool for recruitment and, providing flexibility to employers while supporting employees in maintaining a healthy work-life balance.

Chairman Schauer and members of the committee, that concludes my testimony and I am happy to answer any questions you may have.