

## Department of Planning and Budget 2004 Fiscal Impact Statement

**1. Bill Number** HB1094

<b>House of Origin</b>	<input type="checkbox"/> Introduced	<input type="checkbox"/> Substitute	<input type="checkbox"/> Engrossed
<b>Second House</b>	<input type="checkbox"/> In Committee	<input checked="" type="checkbox"/> Substitute	<input type="checkbox"/> Enrolled

**2. Patron** Moran

**3. Committee** General Laws

**4. Title** State employees; establishment of agency alternative work schedule

**5. Summary/Purpose:**

Requires each state agency to establish a telecommuting and alternative work policy under which eligible employees of such agency may (i) telecommute, (ii) participate in alternative work schedules, or (iii) both. The bill also requires each agency head to set annual percentage targets for the number of positions eligible for alternative work schedules and requires each state agency, by July 1, 2009, to have not less than 25 percent of its eligible workforce participating in alternative work schedules.

**6. Fiscal Impact Estimates are:** Indeterminate

**7. Budget amendment necessary:** No

**8. Fiscal implications:** The implementation of any telecommuting or alternative work schedule program could bring about some costs. The amount depends upon the extent to which state agencies would provide employees with computer equipment and associated line access for off-site work locations of telecommuting employees.

Also, an increase in the number of employees telecommuting could increase the need for additional equipment (such as servers and modems), line connections, and software licenses to allow either dial-in access or Internet access. The extent of these costs is indeterminate as the ultimate participation levels for telecommuting cannot be determined and would depend upon policies yet to be developed.

The proposed legislation could also result in some savings to the Commonwealth. Specifically, with fewer employees at an agency's central worksite, there could be reduced expenses due to less wear and tear on state facilities, and possibly some equipment and office space savings.

Although the proposed legislation requires state agencies to have not less than 25 percent of its eligible employees participating in alternative work schedules and/or telecommuting, it allows the agencies to determine the eligible groups of employees. Therefore, the costs will be to some extent, controllable by state agencies.

**9. Specific agency or political subdivisions affected:** All executive branch state agencies.

**10. Technical amendment necessary:** None

**11. Other comments:** None

**Date:** 3/1/04

**Document:** JDH G:\2004Session\EFIS\DHRM-Other\HB1094 alternative work scheduleand telecommuting policy \HB1094S1.DOC

cc: Secretary of Administration