

Department of Planning and Budget 2017 Fiscal Impact Statement

1. **Bill Number:** HB1555

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

2. **Patron:** Ware

3. **Committee:** General Laws

4. **Title:** Agency directors; human resources training and succession planning.

5. **Summary:** Directs the Department of Human Resource Management to administer training programs to familiarize agency directors with state human resource policies, such as compensation management, benefits administration, and resources available at the Department. The bill requires agency directors to attend a training program within six months after appointment and thereafter at least once every four years. The bill requires agencies to develop and submit annually to the Department an agency succession plan for key personnel, executive positions, and employees nearing retirement.

6. **Budget Amendment Necessary:** Yes – Item 84.

7. **Fiscal Impact Estimates:** Preliminary – see Item 8.

Expenditure Impact:

<i>Fiscal Year</i>	<i>Dollars</i>	<i>Positions</i>	<i>Fund</i>
2017	\$0	0.00	-
2018	\$140,000	1.00	GF
2019	\$140,000	1.00	GF
2020	\$140,000	1.00	GF
2021	\$140,000	1.00	GF
2022	\$140,000	1.00	GF
2023	\$140,000	1.00	GF

8. **Fiscal Implications:** According to the Department of Human Resource Management (DHRM), the fiscal impact of the proposed legislation is expected to be \$140,000 each year to support a new full-time human resource analyst position. This position would primary be responsible for managing the workforce succession planning component of the bill's mandates. DHRM states that the costs associated with the training requirement can be absorbed within its existing resources.

9. **Specific Agency or Political Subdivisions Affected:** All state agencies.

10. **Technical Amendment Necessary:** No.

11. **Other Comments:** None.