

Department of Planning and Budget 2017 Fiscal Impact Statement

1. Bill Number: HB2425

House of Origin ☒ Introduced ☐ Substitute ☐ Engrossed
Second House ☐ In Committee ☐ Substitute ☐ Enrolled

2. Patron: Anderson

3. Committee: General Laws

4. Title: Policy of the Commonwealth regarding state agencies employment of individuals with disabilities.

5. Summary: Policy of the Commonwealth regarding the employment of individuals with disabilities; responsibilities of state agencies; report. Provides that it is the policy of the Commonwealth to promote and increase the employment of individuals with disabilities to further this policy, the bill establishes a goal to increase by five percent the level of individuals with disabilities employed by state government by fiscal year 2023. The bill designates the Secretary of Administration to coordinate efforts to achieve the goal and requires the Secretary to establish a reporting system for tracking and reporting the progress of state agencies toward meeting the employment goals and to report annually on the number of individuals with disabilities employed by the state. The bill requires each state agency to submit a plan to increase employment opportunities for individuals with disabilities to the Secretary no later than December 31, 2017, and each July 1 thereafter.

6. Budget Amendment Necessary: No.

7. Fiscal Impact Estimates: Indeterminate – see Item 8.

8. Fiscal Implications: According to the Department of Human Resource Management (DHRM), the state does not have information regarding an employee's disability. The Americans with Disabilities Act (ADA) prohibits an employer from asking an applicant or employee whether he or she is disabled and the nature or severity of his or her disability. The proposed legislation may lead to civil action lawsuits being filed against the state alleging discrimination based on a person's disability.

The proposed legislation establishes requirements regarding hiring plans and submission of an annual report; however, DHRM has worked with state agencies the last several years to address these provisions, and therefore, they would not result in additional administrative functions for DHRM or other state agencies.

DHRM has indicated the proposed legislation would require a minor modification to the state online Personnel Management Information System (PMIS); however, those costs are expected to be absorbed within the agency's current operating budget.

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

10. Technical Amendment Necessary: No.

11. Other Comments: This bill is a companion to Senate Bill 1530 (Vogel) as engrossed.