

Department of Planning and Budget

2018 Fiscal Impact Statement

1. Bill Number: HB1527

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: Heretick

3. Committee: General Laws

4. Title: Leave for volunteer members of Civil Air Patrol

5. Summary: Requires state and private employers to allow officers or employees who are volunteer members of the Civil Air Patrol to take leaves of absence from their respective duties without loss of pay, seniority, accrued leave, benefits, efficiency rating, or other conditions of employment on all days during which such officer or employee is (i) engaged in training for emergency missions with the Civil Air Patrol, not to exceed 10 workdays per federal fiscal year, or (ii) responding to an emergency mission as a Civil Air Patrol volunteer, not to exceed 30 workdays per federal fiscal year. The bill requires any officer or employee requesting leave to provide certification that the officer or employee has been authorized by the United States Air Force, the Governor, or a department, division, agency, or political subdivision of the state to respond to or train for an emergency mission and verification from the Civil Air Patrol of the emergency need of the officer's or employee's volunteer service. The bill allows employers to treat such leaves of absence as unpaid leave but prohibits employers from requiring an officer or employee to exhaust any other leave to which he is entitled prior to such leaves of absence.

6. Budget Amendment Necessary: No.

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

8. Fiscal Implications: According to the Department of Human Resource Management, salaried employees who are Civil Air Patrol (CAP) volunteers currently have access to 16 hours of Community Service Leave and may use Annual Leave to supplement the remainder of an absence. The proposed legislation authorizes paid leave for up to 10 workdays per federal fiscal year for training, and up to 30 workdays per federal fiscal year for emergency CAP missions. Pursuant to the passage of the proposed legislation, eligible employees would continue to receive their appropriated salaries.

The potential fiscal impact of the proposed legislation would be due to the temporary hiring and overtime costs incurred by an agency to fill critical gaps because of an employee's absence to volunteer for the CAP. However, because the number of salaried employees who volunteer for the CAP is not known, the potential state fiscal impact cannot be determined.

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

10. Technical Amendment Necessary: No.

11. Other Comments: None.