

Department of Planning and Budget

2018 Fiscal Impact Statement

1. Bill Number: HB994

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: Byron

3. Committee: Appropriations

4. Title: Parental leave benefits

5. Summary: Requires the Department of Human Resource Management (the Department) to implement and administer 12 weeks of paid parental leave benefits for a state employee who becomes the parent of a child either by adoption or by birth of a child. To be eligible, an employee must be a full-time employee with at least one year of continuous state employment. The bill requires employees to take leave within one year of a child's birth or adoption and provides that if two employees are eligible for benefits for the same child, only one shall claim benefits. The bill provides that if an employee is eligible for both parental leave and maternity leave for the same child, parental leave covers the first 12 weeks of leave; thereafter, if the employee provides notification to her employer from her physician that she is unable to return to work, she may receive short-term disability benefits.

6. Budget Amendment Necessary: Indeterminate – see Item 8.

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

8. Fiscal Implications: The fiscal impact of the proposed legislation cannot be determined, as any costs incurred will vary for each state agency. State agencies are not expected to incur additional costs to provide income replacement for employees out on parental leave or subsequent short-term disability because the employees' salaries and benefits are funded in the state agency's operating budget. However, state agencies may incur overtime expenses or have to hire temporary staff to continue agency operations while an employee is out of the office on parental leave.

According to the Department of Human Resource Management (DHRM), there were approximately 2,000 infants added as dependents to state health insurance plans in fiscal year 2017; however, it is not possible to determine how many of those dependents were adopted because DHRM does not track adoptions separately from births.

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

10. Technical Amendment Necessary: No.

11. Other Comments: This bill is similar to House Bills 1016 (Toscano) and 1529 (Sickles) and Senate Bill 262 (Suetterlein).