

Department of Planning and Budget 2020 Fiscal Impact Statement

1. Bill Number: HB584

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: Guzman

3. Committee: Committee Referral Pending

4. Title: Virginia Personnel Act; hiring preference in state government for persons with disabilities.

5. Summary: Establishes a hiring preference in state government for persons with disabilities, provided that such person meets all of the knowledge, skill, and ability requirements for the available position. The bill defines the term "preference" as requiring that a person with a disability be hired over a person without a disability when the two individuals are substantially equal in qualifications for an eligible position.

7. Fiscal Impact Estimates: See Item 8.

8. Fiscal Implications: This bill provides a preference for persons with disabilities during the selection process for employment in the Commonwealth. This would require modifications to the employment application and hiring policy to include preference, similar to that given to veterans, which the Department of Human Resource Management (DHRM) anticipates can be accomplished with existing resources. Any potential impact of the proposed hiring preferences on reasonable accommodations that may be needed by employees is indeterminate and employing agencies would be responsible for any associated costs.

Section 2.2-203.2:3 of the Code of Virginia (2017) requires the Commonwealth to promote and increase the employment of individuals with disabilities at all levels and occupations by five percent by fiscal year 2023. Since 2017, agencies have been required to submit to DHRM an annual Employment Opportunities Plan for People with Disabilities.

9. Specific Agency or Political Subdivisions Affected: Department of Human Resource Management, all state agencies.

10. Technical Amendment Necessary: No.

11. Other Comments: This bill is similar to SB162.

Date: 1/10/2020