

Department of Planning and Budget 2021 Fiscal Impact Statement

1. Bill Number: HB2140

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

2. Patron: Guzman

3. Committee: General Laws

4. Title: Department of Human Resource Management, alternative application for employment.

5. Summary: Directs the Department of Human Resource Management to create an alternative application process for the employment of persons with a disability. The process must be noncompetitive in nature and provide state agencies using the process an option for converting positions filled through the noncompetitive process into positions that are normally filled through a competitive process. The bill directs the Department of Human Resource Management to adopt emergency regulations to implement the provisions of the bill.

6. Budget Amendment Necessary: No.

7. Fiscal Impact Estimates: No state fiscal impact.

8. Fiscal Implications: The proposed legislation is not expected to have a state fiscal impact.

The Department of Human Resource Management (DHRM) is able to develop and implement alternative job applications at no additional cost under current recruitment management system contract. Modifications to employment policy and practices and related learning/training for the human resources community will be absorbed by existing talent management staff.

9. Specific Agency or Political Subdivisions Affected: Department of Human Resource Management, Department for Aging and Rehabilitative Services, and all state agencies.

10. Technical Amendment Necessary: No.

11. Other Comments: None.

Date: 1/20/2021