

## Department of Planning and Budget 2023 Fiscal Impact Statement

**1. Bill Number:** HB2153-E

**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 to update certain policies related to the alternative application process for the employment of persons with a disability; policy update.

**5. Summary:** The engrossed bill directs the Department of Human Resource Management to update the policy related to the alternative application process for the employment of persons with a disability to allow individuals currently employed with the Commonwealth of Virginia an equal opportunity to apply for and obtain a Certification of Disability.

**6. Budget Amendment Necessary:** No.

**7. Fiscal Impact Estimates:** Preliminary – see Item 8.

**8. Fiscal Implications:** The proposed legislation is not expected to have a fiscal impact for the Department of Human Resource Management (DHRM).

The Department of Aging and Rehabilitative Services (DARS) currently employs a liaison to respond to individuals requesting a Certificate of Disability needed to apply for employment with the Commonwealth via the Alternative Hiring Process. The position is funded through the federal Career Pathways grant, which will expire on September 30, 2026. The annual cost of the position is approximately \$100,000 which includes salary, fringe benefits, and indirect costs.

**9. Specific Agency or Political Subdivisions Affected:** Department of Human Resource Management and Department of Aging and Rehabilitative Services

**10. Technical Amendment Necessary:** Line 15, strike “Certification” and insert “Certificate”.

**11. Other Comments:** None.