

## Department of Planning and Budget 2011 Fiscal Impact Statement

**1. Bill Number:** SB815

<b>House of Origin</b>	<input checked="" type="checkbox"/> Introduced	<input type="checkbox"/> Substitute	<input type="checkbox"/> Engrossed
<b>Second House</b>	<input type="checkbox"/> In Committee	<input type="checkbox"/> Substitute	<input type="checkbox"/> Enrolled

**2. Patron:** McEachin, A.

**3. Committee:** General Laws and Technology

**4. Title:** State Grievance Procedure; scope of hearing officer's decision, reinstatement.

**5. Summary:** Clarifies that the reinstatement remedy that may be ordered by the hearing officer under the State Grievance Procedure consists of reinstatement to the same position, or if the position is filled, to an equivalent position.

**6. Budget Amendment Necessary:** No

**7. Fiscal Impact Estimates:** Indeterminate

**8. Fiscal Implications:** The fiscal impact is indeterminate because the data needed to calculate the possible fiscal impact is not available.

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

**10. Technical Amendment Necessary:** No

**11. Other Comments:** Under this bill, agencies would be required to not only provide reinstatement, but reinstatement must be the same or an equivalent position if the position is filled. This creates a lack of flexibility for agencies and may result in additional administrative costs to create the new equivalent position. However, the Department of Employment Dispute Resolution reports that they process only 15 to 20 of these cases per year. If additional costs are realized, they will be minimal.

**Date:** January 13, 2011

**Document:** SB815

c: Secretary of Administration