

## Department of Planning and Budget 2012 Fiscal Impact Statement

**1. Bill Number:** SB 417

<b>House of Origin</b>	<input 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 checked="" type="checkbox"/> Enrolled

**2. Patron:** Stanley

**3. Committee:** Passed Both Houses

**4. Title:** State Grievance Procedure

**5. Summary:** The bill would eliminate certain steps in the grievance procedure by mandating that grievances following terminations due to formal discipline or unsatisfactory job performance proceed directly to a hearing. The bill also (i) allows the implementation of only the official hearing decision of the hearing officer, and not any recommendations of the hearing officer, (ii) reduces from 60 to 30 days the administrative review by the Director of the Department of Human Resource Management of the hearing decision but changes the start of the review period from the receipt of the request to the conclusion of any other administrative reviews, and (iii) removes the ability for the employee filing the grievance to have judicial review of the decision of the Director of the Department of Employment Dispute Resolution on whether the grievance qualifies for a hearing.

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

**7. Fiscal Impact Estimates:** No significant fiscal impact; final.

**8. Fiscal Implications:** DPB does not expect this bill to result in any significant fiscal impact to the Commonwealth.

**9. Specific Agency or Political Subdivisions Affected:** All executive branch state agencies; court system.

**10. Technical Amendment Necessary:** No.

**11. Other Comments:** None.

**Date:** 2/23/2012

**Document:** G:\Legislative Session\2012\Fiscal Impact Statements\SB417ER.DOC

c: Secretary of Administration