

Department of Planning and Budget 2018 Fiscal Impact Statement

1. Bill Number: SB262

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

2. Patron: Suetterlein

3. Committee: Finance

4. Title: Adoption leave benefit

5. Summary: Creates a new classification of paid leave for a state employee who adopts an infant. The amount of leave would be equivalent to the amount of paid leave awarded to an employee pursuant to short-term disability for maternity leave. The Department of Human Resource Management is directed to develop guidelines and policies for implementing the adoption leave benefit.

6. Budget Amendment Necessary: Indeterminate – see Item 8.

7. Fiscal Impact Estimates: Indeterminate – see Item 8.

8. Fiscal Implications: The proposed legislation requires full-time state employees with one or more years of continuous employment with the Commonwealth, who adopt an infant one year of age, to be eligible for six weeks of adoption leave, comparable to the amount of maternity leave provided under the Virginia Sickness and Disability Program (VSDP). Pursuant to state human resource policy 4.57 (VSDP), an employee who is out of the office due to maternity leave (non-work related disability) will receive 60 to 100 percent of income replacement while out of the office. Depending on whether the employee was hired before or after July 1, 2009, the amount of income replacement will vary for each eligible employee.

State agencies are not expected to incur additional costs to provide income replacement for employees out on adoption leave because the employees' salaries and benefits are funded in the state agency's operating budget. However, state agencies may incur overtime expenses or have to hire temporary staff to continue agency operations while an employee is out of the office on adoption leave. The number of agencies that may incur overtime costs or hire temporary staff cannot be determined, as the Department of Human Resource Management does not track adoptions separately from births.

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

10. Technical Amendment Necessary: No.

11. Other Comments: None.