

Department of Planning and Budget 2019 Fiscal Impact Statement

1. Bill Number: HB1824

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

2. Patron: Reid

3. Committee: Appropriations

4. Title: State employees; sick leave or certain disabled veterans.

5. Summary: Provides an additional 96 hours of sick leave to disabled veterans, defined in the bill as veterans with a disability rating by the U.S. Department of Veterans Affairs of at least 60 percent, available during the 12 months following such veteran's start or return to state employment after active duty or following a disability rating decision from the U.S. Department of Veterans Affairs, whichever is later. The bill provides that such additional sick leave shall be used only for the purpose of undergoing medical treatment for the service-related disability and would be provided only to those disabled veterans whose disability occurred on or after January 1, 2016.

6. Budget Amendment Necessary: No.

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

8. Fiscal Implications: The fiscal impact of this bill is indeterminate.

The number of employees that would qualify for additional sick leave for disabled veterans provided in this bill is unknown. The impact of providing additional leave would also vary by agency and the duties of employees utilizing such leave. State agencies are not expected to incur additional costs for the salary and benefits of those qualifying for leave, as such costs are funded within the agency's operating budget. However, state agencies may incur overtime expenses or have to hire temporary staff, if needed to continue agency operations while an employee is on leave.

Virginia Retirement System:

According to the Virginia Retirement System (VRS), there would be minimal impact to VRS for this bill, approximately \$10,000 for communications and training. Having the leave available for 12 months does not coincide with the leave year and will require employers to track this leave for each individual employee.

The bill directs the Department of Human Resource Management (DHRM) to administer and adopt policies for the leave program for disabled veterans in § 51.1-1104 (I). However, §

51.1-1101(A) provides that the VRS Board shall develop, implement, and administer the sick leave, short-term disability, and long-term disability benefits program in Chapter 11, Title 51.1, under which the proposed provisions fall.

This legislation would not affect a disabled veteran's qualification for short- or long-term disability under the provisions of the Virginia Sickness and Disability Program (VSDP). Most state employees are now covered by VSDP, but a closed group of state employees is still under the traditional sick leave program, which does not include short- or long-term disability coverage.

9. Specific Agency or Political Subdivisions Affected: Department of Human Resource Management, Virginia Retirement System, and all other state agencies.

10. Technical Amendment Necessary: No.

11. Other Comments: None.