

## Department of Planning and Budget 2020 Fiscal Impact Statement

1. **Bill Number:** HB581-S1

<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 checked="" type="checkbox"/> Substitute	<input type="checkbox"/> Enrolled

2. **Patron:** Guzman

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

4. **Title:** Department of Human Resource Management; required online training for diversity and cultural competency.

5. **Summary:** Requires the Department of Human Resource Management to develop an online training module addressing diversity and cultural competency. The bill requires all state employees commencing or recommencing employment with the Commonwealth on or after January 1, 2021, to complete such training within 90 days of commencing or recommencing such employment and all persons employed with the Commonwealth on January 1, 2021, to complete such training no later than April 1, 2021.

6. **Budget Amendment Necessary:** Yes; Item 83.

7. **Fiscal Impact Estimates:**

**7a. Expenditure Impact:**

<i>Fiscal Year</i>	<i>Dollars</i>	<i>Positions</i>	<i>Fund</i>
2020	-	-	
2021	\$24,400	-	GF
2022	-	-	

8. **Fiscal Implications:** One-time costs of \$24,000 are expected in order to create a new custom learning module meeting the requirements of the bill, according to the Department of Human Resource Management (DHRM). This estimate is based on pricing information obtained by DHRM from a community college training partner with expertise in training design and delivery, assuming the creation of a 45-minute course with 5,200 words of content.

9. **Specific Agency or Political Subdivisions Affected:** The Department of Human Resource Management and all other state agencies.

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

11. **Other Comments:** None.

Date: 3/2/2020