

**Department of Planning and Budget
2022 Fiscal Impact Statement**

1. Bill Number: HB384

House of Origin ☒ Introduced ☐ Substitute ☐ Engrossed

Second House ☐ In Committee ☐ Substitute ☐ Enrolled

2. Patron: Davis

3. Committee: General Laws

4. Title: Administration of government; rights of state and local employees; freedoms.

5. Summary: Protects state and local government employees from being required to take actions incompatible with their deeply held beliefs, values, or conscience or from being penalized for expressing opinions in opposition to or approval of official government policy.

6. Budget Amendment Necessary: No.

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

8. Fiscal Implications: The fiscal impact of this bill is indeterminate. Any state impact would depend on the number of state employees that would object to actions advancing regulations, rules, policies, or other actions or purposes of government violating their beliefs, values or conscience in the course of their duties and how such objections would impact state agency operations. Agencies may need to reassign or cover duties objected to by hiring additional staff or providing overtime pay or compensatory time for other employees. Agencies, including the Office of the Attorney General and Department of Law, may also be impacted by disputes and claims brought by employees over state employer decisions related to the bill's provisions; however, any such impact is indeterminate.

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

10. Technical Amendment Necessary: No.

11. Other Comments: This statement has been revised to include feedback from the Office of the Attorney General regarding the indeterminate impact of employee claims.

Date: 2/3/2022