

Department of Planning and Budget

2023 Fiscal Impact Statement

1. Bill Number: HB1536

House of Origin ☒ Introduced ☐ Substitute ☐ Engrossed

Second House ☐ In Committee ☐ Substitute ☐ Enrolled

2. Patron: Jenkins

3. Committee: Public Safety

4. Title: Grievance Procedure Manual; employees of the Dept. of Corrections and Dept. of Juvenile Justice.

5. Summary: This bill directs the Department of Human Resource Management (DHRM) to update the Grievance Procedure Manual to include the following provisions relating to employees of the Department of Corrections (DOC) and the Department of Juvenile Justice (DJJ): (i) make all documents pertaining to the grievance, including all footage of rapid eye movement or telephone recordings or records, available to any employee of DOC or DJJ terminated for client, inmate, or resident abuse upon such employee's request; make available a complete training guide to direct such employee through the court process; and waive all court filing fees; (ii) require the Office of Equal Employment and Dispute Resolution to review and issue a written decision when a party is noncompliant with any of the requirements of the grievance procedure; and (iii) add probationary employees of DOC and DJJ to any reference to employees of such departments throughout the Manual.

6. Budget Amendment Necessary: Indeterminate

7. Fiscal Impact Estimates: Preliminary. See Item 8 below.

8. Fiscal Implications: According to DHRM, management and maintenance of the State Grievance Procedure Manual is a core responsibility of the agency. Therefore, updating the manual to include new provisions required in the proposal is not expected to have a fiscal impact on agency operations.

According to the Department of Juvenile Justice, this bill is not expected to have a fiscal impact on agency operations.

According to the Department of Corrections, if the intent of the legislation is to entitle probationary employees to the current grievance procedure, the agency would need personnel resources to represent the agency at hearings. However, the magnitude of this impact is not known at this time.

9. Specific Agency or Political Subdivisions Affected: Department of Human Resource Management, Department of Juvenile Justice, Department of Corrections

10. Technical Amendment Necessary: No

11. Other Comments: None