

Department of Planning and Budget 2024 Session Fiscal Impact Statement

1. Bill Number: HB680

House of Origin	<input checked="" type="checkbox"/>	Introduced	<input type="checkbox"/>	Substitute	<input type="checkbox"/>	Engrossed
Second House	<input type="checkbox"/>	In Committee	<input type="checkbox"/>	Substitute	<input type="checkbox"/>	Enrolled

2. Patron: Leftwich

3. Committee: General Laws

4. Title: Department of Human Resource Management; recruitment policy; direct work experience.

5. Summary: Requires the Department of Human Resource Management to develop a statewide recruitment policy designed to provide guidance to state agencies on how to remove postsecondary degree requirements from hiring considerations and recruit qualified employees utilizing appropriate baseline requirements, the specifics of which are outlined in the bill.

6. Budget Amendment Necessary: No.

7. No Fiscal Impact

8. Fiscal Implications: On May 30, 2023, Governor Youngkin announced the removal of degree requirements and preferences for almost 90% of state classified positions. The Department of Human Resource Management (DHRM) updated *Policy 2.10 - Hiring* and removed degree requirements as a job posting requirement or preference unless the educational requirements were required by law, regulation, or accrediting body. The policy also provided guidance to agencies that they should consider the applicants' knowledge, skills and abilities, specialized training, and specialized job-related experience. DHRM communicated these changes to agencies via email on June 15, 2023. The policy changes became effective July 1, 2023.

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

10. Technical Amendment Necessary: No.

11. Other Comments: This bill is identical to HB 1193.