



LEGISLATIVE FISCAL OFFICE
Fiscal Note

Fiscal Note On: **HB 980** HLS 22RS 1857
 Bill Text Version: **ENROLLED**
 Opp. Chamb. Action:
 Proposed Amd.:
 Sub. Bill For.:

Date: June 3, 2022 8:32 AM	Author: FREEMAN
Dept./Agy.: State Civil Service	
Subject: State Employee Leave Transfer Program	Analyst: Patrice Thomas

STATE EMPLOYEE/LEAVE EN SEE FISC NOTE EX See Note Page 1 of 1
 Provides relative to the state employee leave transfer program

Under present law, the State Civil Service Commission and the State Police Commission have established rules for a leave transfer program. Leave transfer programs allow full-time employees to pool unused leave for use by a participating employee who has exhausted their leave. Unless a personal emergency involves a medical condition affecting the employee, present law allows state departments and agencies to consider the likely impact on morale and efficiency within the agency when considering a leave recipient's request to use leave transferred from the pool account. Proposed law provides that an employee may receive leave from the leave transfer program to cover six (6) weeks of parental leave immediately after the birth or adoption of a child. Proposed law provides that an employee may request leave from the leave transfer program if a child who is still supported by the employee, a significant other, or a dependent parent for whom the employee is the primary caregiver experiences catastrophic illness or serious injury. Proposed law removes any consideration by state departments and agencies of impacts on morale and efficiency if the leave request is related to birth or adoption of a child.

EXPENDITURES	2022-23	2023-24	2024-25	2025-26	2026-27	5 -YEAR TOTAL
State Gen. Fd.	SEE BELOW					
Agy. Self-Gen.	SEE BELOW					
Ded./Other	SEE BELOW					
Federal Funds	SEE BELOW					
Local Funds	\$0	\$0	\$0	\$0	\$0	\$0
Annual Total						

REVENUES	2022-23	2023-24	2024-25	2025-26	2026-27	5 -YEAR TOTAL
State Gen. Fd.	\$0	\$0	\$0	\$0	\$0	\$0
Agy. Self-Gen.	\$0	\$0	\$0	\$0	\$0	\$0
Ded./Other	\$0	\$0	\$0	\$0	\$0	\$0
Federal Funds	\$0	\$0	\$0	\$0	\$0	\$0
Local Funds	\$0	\$0	\$0	\$0	\$0	\$0
Annual Total	\$0	\$0	\$0	\$0	\$0	\$0

EXPENDITURE EXPLANATION

Proposed law may result in an indeterminable increase in state government expenditures as a result of expanding the leave transfer program to include parental leave. The proposed law expands the state employee leave transfer program to include 6 weeks of parental leave as follows: (1) the birth or adoption of a child; and (2) care for a minor child or a child that is still supported by the employee, a significant other, or a dependent parent that has a catastrophic illness or serious injury.

Presently, state departments and agencies may establish a leave transfer program. LA State Civil Service reports there are 36 departments and agencies with approved crisis leave policies. Under the proposed law, any leave transfer program must include parental leave. The Legislative Fiscal Office (LFO) cannot ascertain the number of state employees that will request leave authorized under this measure. The exact expenditure impact will vary across departments and agencies, dependent on the number of employees experiencing a qualifying circumstance, the frequency of such circumstances, the salaries and accrued leave of the employee taking leave, and the length of leave granted. To the extent the proposed law increases the crisis leave requests within the 36 departments and agencies with existing crisis leave policies, the proposed law would result in an indeterminable increase in salary expenditures within state government. **The primary expenditure exposure would revolve around paying pool leave to an employee who under present law may have been required to take leave without pay (LWOP).**

REVENUE EXPLANATION

There is no anticipated direct material effect on governmental revenues as a result of this measure.

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| <u>Senate</u> | <u>Dual Referral Rules</u> | <u>House</u> |
| <input type="checkbox"/> 13.5.1 >= \$100,000 Annual Fiscal Cost {S & H} | | <input type="checkbox"/> 6.8(F)(1) >= \$100,000 SGF Fiscal Cost {H & S} |
| <input type="checkbox"/> 13.5.2 >= \$500,000 Annual Tax or Fee Change {S & H} | | <input type="checkbox"/> 6.8(G) >= \$500,000 Tax or Fee Increase or a Net Fee Decrease {S} |

Evan Brasseaux

Evan Brasseaux
 Interim Deputy Fiscal Officer