

Department of Planning and Budget
2025 General Assembly Session
State Fiscal Impact Statement

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ORIGINAL

Bill Number: HB2761

Patron: Earley

Bill Title: State employee leave; attending health care with certain veterans.

Bill Summary: Allows a state employee to take up to 24 hours of paid leave per month in any calendar year to attend medical appointments or procedures at a Veterans Affairs hospital, center, or other facility or installation with an eligible parent who is a veteran and has a serious health condition, as those terms are defined in the bill. Prior to taking such leave, a state employee must demonstrate that he is eligible to take leave under the federal Family and Medical Leave Act and must provide sufficient documentation of the medical appointment. The bill directs the Department of Human Resource Management to develop personnel policies providing for the use of such leave.

Budget Amendment Necessary: No

Items Impacted: N/A

Explanation: No budget amendment is needed, as the fiscal impact is indeterminate and the costs specifically identified are absorbable.

Fiscal Summary: The fiscal impact of providing additional paid leave is indeterminate. Implementation in the Cardinal Human Capital Management System and the development of leave policies can be completed using existing resources.

Fiscal Analysis: The impact of providing additional paid leave time is indeterminate and would depend on whether the workload of employees using the additional paid leave is capable of being absorbed by the agency and if any shortfalls that need to be filled would require the agency to pay for additional staff time or if compensatory time could instead be provided. Granting additional leave does not impact the payroll costs for those using the leave.

According to the Department of Human Resource Management, implementing a new leave type in the Cardinal Human Capital Management System is expected to cost approximately \$75,000. This cost can be absorbed within the existing Cardinal budget. The Department of Human Resource Management will develop policies related to the use of the new leave with minimal impact using existing resources.

Other: None