

**Department of Planning and Budget**  
**2026 General Assembly Session**  
**State Fiscal Impact Statement**

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**ORIGINAL**

**Bill Number:** HB1114

**Patron:** Nivar

**Bill Title:** Military leaves of absence for employees of the Commonwealth or political subdivisions; law-enforcement officers.

**Bill Summary:** Provides that any person who is employed by the Commonwealth or a political subdivision of the Commonwealth as a law-enforcement officer shall receive paid leaves of absence for up to 388 hours for which a leave of absence is required, during which such person is engaged in federally funded military duty, to include training duty, or is called forth by the Governor for military duty.

**Budget Amendment Necessary:** No.

**Items Impacted:** N/A

**Explanation:** The granting of additional paid leave to these employees does not create a direct fiscal impact. Some agencies may need additional resources in the future if the leaves of absence create situations that impact service delivery or business operations.

**Fiscal Summary:** Additional paid leaves of absence for these employees does not create a state fiscal impact. Agencies may experience a loss of productivity but that impact is dependent on the specific situation.

**Fiscal Analysis:** Under existing law, officers and employees of the Commonwealth who are former members of the armed services or members of the organized reserve forces of any of the armed services of the United States or National Guard are entitled to state paid leaves of absence of up to 21 workdays per federal fiscal year for federally funded military duty, unless that individual is a professional firefighter. Professional firefighters are entitled to paid leaves up to 388 work hours while engaged in federally funded military duty. This legislation would extend the same process currently granted to professional firefighters to employees who are law-enforcement officers as defined in § 9.1-101.

Agencies who employ law-enforcement officers will need to pay these employees for an increased amount of leaves of absence if they are engaged in federally funded military duty for up to 388 hours. There is no direct fiscal impact due to this provision, because it is assumed that employees' salaries would already be paid. Agencies may experience a loss of productivity as a result, but such amounts are difficult to quantify and would vary depending on the agency, employees' responsibilities, other available staff at the agency, and similar factors. Some agencies may need to employ additional staff if the increased amount of leave affects their services or business operations and certain agencies may require additional resources to do so. Such costs would be unique to each situation and are indeterminate.

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**Other:** Law-enforcement officers defined in § 9.1-101 include certain employees who work for the Virginia State Police, Virginia Alcoholic Beverage Control Authority, Marine Resources Commission, Department of Wildlife Resources, Virginia Lottery, Department of Conservation and Recreation, Department of Motor Vehicles, Office of the State Inspector General, Department of Corrections, Department of Juvenile Justice, Office of the Attorney General, and public institutions of higher education.