

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

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**ORIGINAL**

**Bill Number:** HB554-E

**Patron:** Anderson

**Bill Title:** State officers and employees; state agencies to establish alternative work schedules; reporting requirement.

**Bill Summary:** Requires each state agency to implement a procedure to (i) keep a record of any denial of telecommuting and alternative work eligibility citing a justification based on diminished employee performance or service delivery; (ii) allow employees denied telecommuting and alternative work eligibility to appeal such denial; (iii) prohibit retaliatory conduct against any employee who requests eligibility to participate in telecommuting and alternative work schedules; (iv) to the extent practicable, restore telecommuting and alternative work agreements to positions with such agreements held prior to July 5, 2022, unless an employee failed to receive a performance rating of "successful" or higher on his most recent performance evaluation or restoring such agreement causes diminished employee performance or service delivery; and (v) make available to the public the telecommuting and alternative work policy of such agency documenting any revisions to such policy since August 16, 2002. The bill requires each state agency to annually report on such procedures and data on participation in telecommuting and alternative work at such agency. Finally, the bill permits state agencies with geographically distinct operations to develop a regional telecommuting and alternative work policy established by the regional head of such state agency.

**Budget Amendment Necessary:** No

**Items Impacted:** N/A

**Explanation:** This legislation is not expected to generate a fiscal impact.

**Fiscal Summary:** This legislation is not expected to generate a fiscal impact.

**Fiscal Analysis:** See Fiscal Summary.

**Other:** None.