



GOVERNOR'S OFFICE OF
BUDGET AND PROGRAM PLANNING

Fiscal Note 2025 Biennium

Bill information:

HB0329 - Allow state employees to use paid sick leave for child related events (Smith, Laura)

Status: As Introduced

- Significant Local Gov Impact
 Needs to be included in HB 2
 Technical Concerns
 Included in the Executive Budget
 Significant Long-Term Impacts
 Dedicated Revenue Form Attached

FISCAL SUMMARY

	<u>FY 2024</u> <u>Difference</u>	<u>FY 2025</u> <u>Difference</u>	<u>FY 2026</u> <u>Difference</u>	<u>FY 2027</u> <u>Difference</u>
Expenditures:				
General Fund	\$0	\$0	\$0	\$0
Revenue:				
General Fund	\$0	\$0	\$0	\$0
Net Impact-General Fund Balance:	\$0	\$0	\$0	\$0

Description of fiscal impact: HB 329 allows employees to use their sick leave for miscarriage or stillbirth experienced by the employee or the employee's spouse. It also allows parental leave to be used if a child is placed with an employee for foster or kinship care. Since the health benefits offered to the employee or employee's spouse are not being expanded under HB 329, there is no fiscal impact to the state.

FISCAL ANALYSIS

Assumptions:

Department of Administration

- There is no fiscal impact to the Department of Administration's Health Care and Benefits Division or State Human Resources Division. The state's health plan already covers the medical needs associated with a miscarriage or stillbirth for an employee, an employee's spouse, or an employee's dependent child, and HB 329 does not expand these benefits.
- The changes to the state's existing parental leave policy will be minimal.

Sponsor's Initials

2/3/23

Date

Budget Director's Initials

2-2-23

Date