

**LEGISLATIVE SERVICES AGENCY
OFFICE OF FISCAL AND MANAGEMENT ANALYSIS
FISCAL IMPACT STATEMENT**

LS 6074
BILL NUMBER: HB 1315

NOTE PREPARED: Nov 15, 2024
BILL AMENDED:

SUBJECT: Designation of Juneteenth as State Holiday.

FIRST AUTHOR: Rep. Smith V
FIRST SPONSOR:

BILL STATUS: As Introduced

FUNDS AFFECTED: **GENERAL**
 DEDICATED
 FEDERAL

IMPACT: State & Local

Summary of Legislation: The bill also establishes Juneteenth as a state holiday. It makes conforming changes.

Effective Date: Upon passage.

Explanation of State Expenditures: The bill's impact on state expenditures is indeterminate. While a majority of state business operations would be closed during the proposed Juneteenth holiday, the day's professional business, in most cases, could likely be shifted to other days of operation. Based on the effective date of the bill, any impact to state expenditures would begin in June of 2025.

Like other state holidays, state employees receive compensation for the day. When working a holiday, an employee can get double pay. Providing necessary coverage for absent employees may require others to work overtime. For Fair Labor Standards Act (FLSA) overtime purposes, most state employees are eligible for premium overtime compensation. Most state employees are also eligible for holiday pay.

Additional Information: Non-exempt employees who are required to work on days designated as state holidays may choose to receive compensatory time or monetary payment. If compensatory time is chosen, compensatory time is paid at a straight rate. A premium rate is calculated at time and a half. There are about 22,000 non-exempt employees working for the State. During Independence Day 2023, about 900 non-exempt employees worked with six non-exempt employees receiving premium pay. For this holiday, these employees chose compensatory time in lieu of monetary payment.

Explanation of State Revenues:

Explanation of Local Expenditures: Local units could experience a decrease in their expenditures. Business that would otherwise be conducted on Juneteenth could likely be transferred to other days of operation.

Explanation of Local Revenues:

State Agencies Affected: All.

Local Agencies Affected: All.

Information Sources: Keith Beesley, State Personnel Department; October 10, 2024, State Personnel Staffing Table; <https://www.in.gov/spd/policies-and-procedures/hours-of-work-and-overtime/>;
<https://www.in.gov/spd/benefits/state-holidays/>.

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