



February 27, 2023

SUMMARY OF BILL: Authorizes the grant of sick leave from the sick leave bank to a state employee for the care of the employee's sick child.

FISCAL IMPACT:

NOT SIGNIFICANT

Assumptions:

- The proposed legislation expands the eligibility of the sick leave bank by allowing a grant of sick leave to an employee for the caring for the employee's sick child.
- Under current law, caring for one's child allows an employee to use the employee's accumulated sick leave, but the employee is not eligible to receive sick leave from the sick leave bank.
- A qualified employee may receive up to 30 consecutive days for which the individual would have lost pay, but an applicant may submit requests for extensions of sick leave grants. In no event, however, may the total number of days granted from the sick leave bank for one illness or recurring diagnosed illness exceed 90 days.
- Information from the Department of Human Resources shows that there are 39,602 full-time state employees.
- In FY20-21, a total of 231 out of the 14,882 state employees enrolled in the state sick leave bank utilized the bank and in FY21-22, a total of 223 out of the 14,254 state employees enrolled in the sick leave bank utilized the bank.
- Due to employees being required to donate leave in order to participate in the state sick leave bank and employees being required to go without pay for a period of time prior to being able to use time as a bank enrollee, it is assumed the overall liability to the state will not significantly change.
- The proposed legislation also applies to sick leave banks established by local education agencies (LEAs). It is unknown the number of LEAs who have established a sick leave bank or the requirements to participate in each bank. It is assumed there are similar requirements for each LEA sick leave bank; therefore, it is assumed the overall liability to local government will not significantly change.
- The fiscal impact to state and local government is considered to be not significant.

CERTIFICATION:

The information contained herein is true and correct to the best of my knowledge.

A handwritten signature in black ink that reads "Krista Lee Carsner". The signature is written in a cursive, flowing style.

Krista Lee Carsner, Executive Director

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