

Department of Fiscal Services
Maryland General Assembly

FISCAL NOTE

Senate Bill 452 (Senator Colburn)
Finance

State Personnel - Sick Leave - Caregivers of a Child

This bill expands the number of accrued sick days an employee may use immediately following the birth or adoption of a child by providing that an employee who is secondarily responsible for the child's care and nurturing may use up to 30 days of accrued sick leave without certification of illness or disability. The bill specifies that the head of the employee's principal department or other independent unit shall approve any request for accrued sick leave related to the birth or adoption of a child.

Fiscal Summary

State Effect: General, special, and federal fund expenditures could increase by an indeterminate, but potentially significant amount, as discussed below. Revenues would not be affected.

Local Effect: None.

Fiscal Analysis

State Expenditures: State expenditures could increase substantially if numerous employees who are secondarily responsible for the care of a child following birth or adoption elect and are granted 30 days of sick leave. Under current law, such an employee may use up to 10 days of sick leave which State agencies have been able to absorb within their normal operating budgets. It is assumed that the agencies would need to hire temporary employees to accommodate the 30 days of leave provided by this bill.

Based on the current birth rate per population, it is estimated that the bill would impact about 380 State employees annually. If the affected agencies hired temporary workers to replace employees on leave, expenditures would increase by about \$1.1 million in fiscal 1997. This figure reflects the average monthly salary paid to State workers including 9% fringe benefit costs for Social Security, workers' compensation, and unemployment insurance.

This estimate is for illustrative purposes only as the actual impact would depend on the decisions made by affected employees and State agencies, which cannot be realistically predicted.

Information Source(s): Department of Labor, Licensing, and Regulation; Department of Fiscal Services

Fiscal Note History: First Reader - February 28, 1996

ncs

Analysis by: Tina Bjarekull
Reviewed by: John Rixey
(410) 841-3710
(301) 858-3710

Direct Inquiries to:
John Rixey, Coordinating Analyst