

Department of Legislative Services
Maryland General Assembly
2000 Session

FISCAL NOTE
Revised

House Bill 106 (Delegate Hammen)

Appropriations

State Personnel - Organ Donation Leave

This bill provides that a State employee may request up to seven days of organ donation leave in any 12-month period to serve as a bone marrow donor and up to 30 days of organ donation leave in any 12-month period to serve as an organ donor.

This bill applies to all employees, including temporary employees, of all units in the executive, judicial, and legislative branches of State government, including any unit with an independent personnel system (such as the personnel systems for the Department of Transportation and higher education). An employee may use organ donation leave only after providing prior medical documentation of the proposed donation and obtaining approval from the employee's appointing authority.

Fiscal Summary

State Effect: Minimal or no increase in State expenditures (all funds).

Local Effect: None.

Small Business Effect: None.

Analysis

Current Law: State personnel rules do not currently provide specifically for organ donation leave. The State Personnel Management System (SPMS), which governs State employees who are not part of an independent personnel system, provides for 15 days of sick leave per year for each employee. Sick leave may be used: (1) for illness or disability of the employee; (2) for death, illness, or disability of a member of the employee's immediate family; (3)

following the birth of the employee's child; (4) when a child is placed with the employee for adoption; or (5) for a medical appointment of the employee or a member of the employee's immediate family. (The independent personnel systems operated by the Maryland Department of Transportation and State public higher education have similar provisions.)

State Expenditures: Assuming that only a few employees per year will donate organs, the State should not incur any additional expenses as a result of the additional organ donation leave. This estimate assumes that the employees utilizing the organ donation leave work in agencies where their workload can be absorbed by other State employees without additional expense.

In certain circumstances, however, the employing agency may incur expenses such as overtime, temporary employment services, or acting pay to handle the workload of the absent employee. For each employee who requires substitution, the additional expenses would be approximately \$4,400 per year (30 days = 240 hours x \$18.40, the average hourly wage of State employees). If any of the employees donated bone marrow instead of an organ, the number of leave days and corresponding cost would be less.

Additional Information

Prior Introductions: None.

Cross File: SB 17 (Senator Hollinger) - Finance.

Information Source(s): Department of Budget and Management, Department of Legislative Services

Fiscal Note History: First Reader - January 26, 2000

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