

Department of Legislative Services
Maryland General Assembly
2025 Session

FISCAL AND POLICY NOTE
Third Reader

Senate Bill 523

(Senator Charles)

Finance

Appropriations

State Employees - Cancer Screening - Paid Leave

This bill may entitle all State employees, including temporary and part-time employees, to up to four hours of paid cancer screening leave in any 12-month period for cancer screening after obtaining approval from their appointing authorities. The Secretary of Budget and Management must adopt regulations governing cancer screening leave. **The bill takes effect July 1, 2025.**

Fiscal Summary

State Effect: Expenditures (all funds) may increase, likely minimally, beginning in FY 2026 for overtime costs related to coverage for employees using cancer screening leave. State revenues are not affected.

Local Effect: None.

Small Business Effect: None.

Analysis

Current Law: Leave policies are generally comparable across branches and personnel systems, with some variations.

Sick Leave in the State Personnel Management System

State employees in the State Personnel Management System (SPMS), except temporary employees, currently accrue paid sick leave at the rate of 1.5 hours for every 26 hours worked in no overtime status. Employees earn a maximum of 15 days, or 120 hours, of

sick leave each year. Cancer screening is an allowable use of accrued sick leave for employees in SPMS.

Annual and Personal Leave in the State Personnel Management System

Most employees in SPMS, except temporary employees, also earn annual and personal leave. Annual leave accruals are based on the employee's years of service, which range from a maximum of 80 hours of annual leave each year for employees with less than five years of service to a maximum of 200 hours of annual leave each year for employees with at least 20 years of service. Annual leave may be used for any reason, upon supervisor approval. State employees in SPMS are generally entitled to six days, not to exceed 48 hours, of personal leave with pay at the beginning of the first full pay period of the calendar year. If an employee begins employment on or after March 1, the number of personal days is reduced, based on the employee's start date. Personal leave may be used for any purpose, generally, after notice is given to the employee's immediate supervisor.

State Expenditures: The Department of Budget and Management estimates that approximately 20,000 employees had some sort of cancer screening while utilizing State health insurance in the past year, so a significant number of State employees would likely use paid cancer screening leave. However, expanding the State's leave policy does not directly affect State expenditures for most State agencies, since regular employee salaries are already budgeted and existing leave can be used for cancer screenings. Additionally, State agencies do not generally hire temporary employees when employees are on leave. In limited circumstances, an affected agency may incur coverage costs for overtime or a loss of productivity. Overall, State expenditures (all funds) may increase, likely minimally, to provide four hours of paid cancer screening leave. The actual impact may be reduced if the Secretary of Budget and Management establishes conditions for requesting cancer screening leave in regulations.

Agencies may need to train human resources employees on the cancer screening leave policy, and units with independent personnel systems may need to make configuration changes to those systems, which they can likely do with existing budgeted resources.

To the extent that use of cancer screening leave leads to earlier detection of cancer in State employees, State expenditures for employee health insurance may decrease (as the State is largely self-insured). A reliable estimate of any such savings is not feasible.

Additional Information

Recent Prior Introductions: Similar legislation has been introduced within the last three years. See HB 949 of 2024.

Designated Cross File: HB 914 (Delegates Vogel and Wolek) - Appropriations.

Information Source(s): Judiciary (Administrative Office of the Courts); University System of Maryland; Department of Budget and Management; Maryland Department of Transportation; Legislative Services; Department of Legislative Services

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