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## FISCAL IMPACT REPORT

ORIGINAL DATE 03/09/21

SPONSOR HSEIC LAST UPDATED \_\_\_\_\_ HB 300/HSEICS

SHORT TITLE State Leadership Pilot Program SB \_\_\_\_\_

ANALYST Jorgensen

### ESTIMATED ADDITIONAL OPERATING BUDGET IMPACT (dollars in thousands)

	FY21	FY22	FY23	3 Year Total Cost	Recurring or Nonrecurring	Fund Affected
<b>Total</b>		\$75.3	\$75.3	\$150.6	Recurring	General Fund

(Parenthesis ( ) Indicate Expenditure Decreases)

### SOURCES OF INFORMATION

LFC Files

### SUMMARY

#### Synopsis of Bill

The House State Government, Elections and Indian Affairs Committee substitute for House Bill 300 (HB300) requires the State Personnel Office (SPO) to create a “pilot leadership, management and pipeline development program.” The bill requires SPO to work with state agencies to design and implement “a comprehensive leadership development and training program to foster innovation, streamline and improve services and advance leadership across state agencies and entities.”

### FISCAL IMPLICATIONS

In a prior analysis of HB300 as introduced, SPO stated the agency “would require funding to hire one full-time term employee to support its Training Division.” LFC estimates the cost to fill the position would be approximately \$75 thousand. The cost includes a single position with an annual salary of approximately \$51.4 thousand, benefits totaling \$18.9 thousand and IT, training, and related costs of \$5 thousand.

There is no appropriation to support an additional position, so the cost would be absorbed in SPO’s current operating budget.

### SIGNIFICANT ISSUES

LFC files indicate that SPO reverted \$654 thousand, or 16 percent of the total operating budget,

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in fiscal year 2020, up from the \$519 thousand reverted in fiscal year 2019. SPO had 46 authorized positions and 30 filled positions as of February 1, 2021. These reversions suggest SPO may be able to absorb the costs of HB300 in the existing operating budget.

CJ/al/rl