

ESTIMATED ADDITIONAL OPERATING BUDGET IMPACT (dollars in thousands)

	FY24	FY25	FY26	3 Year Total Cost	Recurring or Nonrecurring	Fund Affected
Total						

(Parenthesis () Indicate Expenditure Decreases)

SECTION III: NARRATIVE

BILL SUMMARY

Synopsis:

HB 11 creates the paid family and medical leave insurance authority and board, which is administratively attached to the workforce solutions department.

FISCAL IMPLICATIONS

If HB 11 passes, SPO’s HR services division will likely provide strategic oversight and HR for the development of the Authority. SPO would absorb this cost in FY24, which is not currently budgeted. In addition, SPO charges \$1,042.76 per FTE for a month-to-month contract to provide all HR functions to agencies who do not fund their own HR, or who are filling HR positions upon creation.

In the event of the creation of a new agency, SPO’s workforce planning division would assign an analyst to assist with the strategic planning of creating an agency structure (this would be addition to the work done by HR services). SPO would process the creation of those positions through the normal SPO approval process pursuant to board rule.

SIGNIFICANT ISSUES

PERFORMANCE IMPLICATIONS

ADMINISTRATIVE IMPLICATIONS

CONFLICT, DUPLICATION, COMPANIONSHIP, RELATIONSHIP

HB11 potentially conflicts with HB6 for employer waivers as follows:

HB11, Section 10(A) states “...provides leave and compensation **that is of equal** or greater duration and value ...”

HB6, Section 4(G) states “...medical leave plan **substantially similar** to or greater than the program offered...”

Clarification may be needed for employers applying for a waiver.

TECHNICAL ISSUES

OTHER SUBSTANTIVE ISSUES

ALTERNATIVES

WHAT WILL BE THE CONSEQUENCES OF NOT ENACTING THIS BILL

AMENDMENTS