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**FISCAL IMPACT STATEMENT**

**LS 6687**

**BILL NUMBER:** HB 1442

**NOTE PREPARED:** Dec 27, 2010

**BILL AMENDED:**

**SUBJECT:** Employee Personal Leave.

**FIRST AUTHOR:** Rep. Dvorak

**BILL STATUS:** As Introduced

**FIRST SPONSOR:**

**FUNDS AFFECTED:**  GENERAL  
 DEDICATED  
 FEDERAL

**IMPACT:** State & Local

**Summary of Legislation:** This bill provides that certain employees of certain employers are entitled to take (1) 24 hours of paid leave; and (2) 16 hours of unpaid leave; in a 12-month period.

**Effective Date:** July 1, 2011.

**Explanation of State Expenditures:** *Department of Labor-* The state impact would be to the Department of Labor to investigate and resolve complaints by employees about employers. The impact would depend on the number of complaints filed and the time it takes to resolve the complaint. The bill's requirements are within the agency's routine administrative functions and should be able to be implemented with no additional appropriations, assuming near customary agency staffing and resource levels.

*State as an Employer-* The bill should have no fiscal impact on the state as an employer because the state provides more than the required minimum. The following are the state leave benefits:

1. Vacation Leave: Up to 90 hours earned per year, 7.5 hours per month. Bonus vacation leave after 5, 10, and 20 years of service.
2. Sick Leave: Up to 67.5 hours earned per year.
3. Personal Leave: Up to 22.5 hours earned per year.
4. Holidays: 12 holidays per year.
5. Other Paid Leave: Funeral leave, jury duty, and military leave.
6. Family Leave: Up to 12 weeks of unpaid leave per year for family care, adoption, or childbirth.
7. Community Service Leave: To promote the direct involvement of state employees in public services in their community through volunteer efforts.

**Explanation of State Revenues:**

**Explanation of Local Expenditures:** The impact on municipal corporations would be as an employer. Municipal corporations that currently meet the requirements of the bill would experience no impact. Municipal corporations that do not meet the requirements could experience an increase in expenses. The extent of the increase would depend on the amount of personal leave that is currently provided relative to the requirements of the bill. The overall impact is indeterminable and would likely vary from unit to unit.

**Explanation of Local Revenues:**

**State Agencies Affected:** All.

**Local Agencies Affected:** Municipal corporations.

**Information Sources:** <http://www.in.gov/spd/2385.htm>.

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