

TENNESSEE GENERAL ASSEMBLY  
FISCAL REVIEW COMMITTEE



FISCAL NOTE

HB 2536 - SB 2408

February 4, 2016

**SUMMARY OF BILL:** Requires full-time state employees to be granted paid leave for one regularly-scheduled work day each year in order to participate in community service. Requires the employee to submit a written request to the employee's appointing authority for approval of such request. Requires that paid leave for community service not affect employee's annual, compensatory, or sick leave.

**ESTIMATED FISCAL IMPACT:**

**Increase State Expenditures – Exceeds \$108,400**

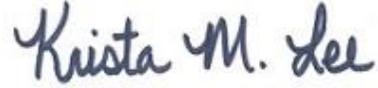
Assumptions:

- Under the provisions of the bill, each state employee would be granted opportunity for one paid day of leave of absence for performing community service during regular work hours.
- According to the Department of Human Resources (DOHR), there were a total of 42,041 state employees in January 2016. This number is assumed to remain constant over time.
- Based on information provided by DOHR, the average salary of a state employee is estimated to be \$171.83 per day.
- A minimum of 15 percent of state employees elect to participate in community service each year.
- The number of participating employees is estimated to exceed 6,306 (42,041 total state employees x 15.0% minimum).
- Of the minimum 6,306 employees that would elect to participate in community service, it is assumed that up to 90 percent (or 5,675) would request and be granted time off such that it would have no discernible impact on state operations because any workload of the individual could be absorbed within existing resources for a one-day period.
- The remaining minimum ten percent, or at least 631 state employees, requesting and being granted a day off to participate in community service would require additional temporary resources to carry out that person's responsibilities. In these instances, such work would have to be performed by another state employee that would be paid overtime, or by a temporary replacement worker, either representing a full-time equivalent (FTE) for a one-day period.

- The recurring increase in state expenditures is reasonably estimated to exceed \$108,434 (631 FTEs x \$171.83).

**CERTIFICATION:**

The information contained herein is true and correct to the best of my knowledge.

A handwritten signature in blue ink that reads "Krista M. Lee". The signature is written in a cursive, flowing style.

Krista M. Lee, Executive Director

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