



FISCAL NOTE

Senate Bill 199

Committee: Finance and Taxation Education Sponsor: Senator Vivian Davis Figures

Analyst: John Friedenreich

Date: 02/26/2025

Senate Bill 199 as introduced would decrease the potential savings of certain state entities pursuant to this bill by: (1) an estimated average of \$8,600 per eligible employee that utilizes eight weeks of paid leave in the event of a birth, miscarriage, stillbirth, or adoption of a child; and who otherwise would have utilized unpaid leave; or (2) by an estimated average of \$2,100 per eligible employee that utilizes two weeks of paid leave.

Additionally, this bill would increase the financial obligations of the various local boards of education by: (1) an estimated average of \$4,800 per eligible employee that utilizes eight weeks of paid leave in the event of a birth, miscarriage, stillbirth, or adoption of a child who otherwise would have utilized unpaid leave or; (2) by an estimated average of \$1,200 per eligible employee that utilizes two weeks of paid leave for the adoption of a child.

This bill would also provide that: (1) use of paid parental leave would not require the use of any accrued personal leave, sick leave, or any other leave or paid time off and would not be used to calculate retirement benefits; and (2) failure to comply with the return-to-work agreement would allow an employer to recover from the employee an amount equal to the employee's hourly rate of pay multiplied by the number of hours the employee failed to work.

Finally, this bill would increase the obligations of the State Personnel Department and the State Board of Education to adopt rules and to administer the provisions of this bill.