152nd GENERAL ASSEMBLY
FISCAL NOTE

BILL:	**HOUSE BILL NO. 26**
SPONSOR:	**Representative Bush**
DESCRIPTION:	**AN ACT TO AMEND TITLE 29 OF THE DELAWARE CODE RELATING TO STATE EMPLOYEE LEAVE.**

Assumptions:

1. This Act becomes effective upon the signature of the Governor.

2. Currently, 19 DE Admin. Code 3001 (containing the State Merit Rules), Section 6.5.1.1 provides 112.5 hours leave with pay for 37.5 hour/week employees and 120 hours leave with pay for 40 hour/week employees to attend training camp or special duty on orders as a member of the military reserves of the United States or the National Guard employees. This Act amends Delaware Code regarding the Merit System by adding a new subsection increasing this leave to 225 hours for 37.5 hour/week employees and 240 hours for 40 hour/week employees respectively.

3. Based on data from the State's PHRST system, there were 21,215 hours military leave taken in calendar year 2022 under the current Merit System provisions by 160 employees for training/reserves and for military duty leave of absences. Of this amount, 14,297 hours with a General Fund "value" of $291,722 were taken by those 40-hour/week employees funded either fully or partially through General Funds.

4. It is assumed that those employees who took the maximum leave for training/reserves under the current Merit Rule provisions would take an additional 50% under the provisions of this Act, while those employees taking a leave of absence would take the entire increase authorized under this Act. It is also assumed this leave would require the employing agency to utilize overtime to cover this absence.

5. Personnel costs are assumed to increase at a rate of 2% annually.

Cost:

Fiscal Year 2024:	$297,556
Fiscal Year 2025:	$303,507
Fiscal Year 2026:	$309,577

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