152nd GENERAL ASSEMBLY
FISCAL NOTE

BILL:	**HOUSE BILL NO. 177**
AS AMENDED BY:	**HA 1**
SPONSOR:	**Representative Heffernan**
DESCRIPTION:	**AN ACT TO AMEND TITLE 29 OF THE DELAWARE CODE RELATING TO COMPASSIONATE LEAVE**

Assumptions:

1. This Act is effective upon signature by the Governor.

2. This Act increases the amount of compassionate leave for eligible employees of the State upon the death of an immediate family member.

3. Currently, State Merit Rule 5.4.1 provides 22.5 hours (37.5 hour weekly scheduled employee), or 24 hours (40 hour weekly scheduled employee), leave upon the death of an immediate family member. Also, 14 Del. C., 1318(b) establishes up to 5 days for leave for a death in the immediate family of a public education employee.

4. This Act would amend 29 Del. C. to grant all benefit-eligible State employees 37.5 hours (37.5 hour weekly scheduled employee), or 40 hours (40 hour weekly scheduled employee), leave for the death in the immediate family. Leave would be pro-rated for benefit-eligible part-time employees. Casual/seasonal employees are excluded from the provisions of this Act.

5. This analysis only considers cost impacts for additional leave taken by employees on the 40-hour-per-week schedule as those employees are more likely covered by overtime.

6. In Fiscal Year 2022, there were 7,005 hours of compassionate leave taken by employees on the 40-hour-per-week schedule. It is estimated that there would be an additional 3,132 hours of leave taken under the provisions of this Act.

7. Other Employment Costs are included at a rate of 32.25%. The General Fund share of total costs is assumed at 68%. Overall costs are assumed to increase at a rate of 2% annually.

Cost:

	General Fund	**Special Fund**	**Total**
Fiscal Year 2024	$108,318	$ 50,973	$159,291
Fiscal Year 2025	$110,484	$ 51,993	$162,477
Fiscal Year 2026	$112,695	$ 53,032	$165,727

Prepared by Robert Scoglietti
Office of the Controller General