

BILL SUMMARY
2nd Session of the 58th Legislature

Bill No.:	HB4190
Version:	Introduced
Request Number:	10112
Author:	Rep. Echols
Date:	3/8/2022
Impact:	See Analysis Below

Research Analysis

HB 4190 provides full-time state employees with one personal holiday per year to be used on Good Friday, Juneteenth, Statehood Day, Indigenous Peoples Day, or the birthday of the employee.

Prepared By: Keana Swadley

Fiscal Analysis

HB 4190 in its current form provides a floating holiday to state employees. The Office of Management and Enterprise Services (OMES) identify 31,577 state employees that would be eligible under the provisions of the measure, resulting in an annual loss of productivity of 252,616 hours at a value of \$8,007,623.

Though OMES identifies the objective application of the additional holiday, there is no actual cash outlay because the measure does not provide for salary adjustments nor does the holiday qualify as leave subject to cash liquidation. Assuming agencies are able to implement internal policies defusing the utilization of the holiday and avoid interruptions to agency service delivery by their existing workforce, the additional holiday could be absorbed within existing agency resources. Whether each agency is or is not able to absorb such costs, will be an agency-by-agency question.

Prepared By: John McPhetridge

Other Considerations

None.