



# House of Representatives

General Assembly

**File No. 308**

February Session, 2006

House Bill No. 5282

*House of Representatives, April 3, 2006*

The Committee on Labor and Public Employees reported through REP. RYAN, K. of the 139th Dist., Chairperson of the Committee on the part of the House, that the bill ought to pass.

## **AN ACT CONCERNING LEAVE FOR STATE EMPLOYEES PROVIDING DISASTER RELIEF SERVICES.**

Be it enacted by the Senate and House of Representatives in General Assembly convened:

1 Section 1. Subsection (b) of section 5-249 of the general statutes is  
2 repealed and the following is substituted in lieu thereof (*Effective*  
3 *October 1, 2006*):

4 (b) Any state employee who is a certified disaster service volunteer  
5 of the American Red Cross may, with the authorization of such  
6 employee's supervisor, be granted a leave not to exceed [fourteen]  
7 fifteen working days in each year to participate in specialized disaster  
8 relief services for the American Red Cross, upon the request of the  
9 American Red Cross, without loss of pay, vacation time, sick leave or  
10 earned overtime accumulation.

This act shall take effect as follows and shall amend the following sections:

|           |                        |          |
|-----------|------------------------|----------|
| Section 1 | <i>October 1, 2006</i> | 5-249(b) |
|-----------|------------------------|----------|

**LAB**      *Joint Favorable*

The following fiscal impact statement and bill analysis are prepared for the benefit of members of the General Assembly, solely for the purpose of information, summarization, and explanation, and do not represent the intent of the General Assembly or either House thereof for any purpose:

**OFA Fiscal Note**

**State Impact:**

| Agency Affected        | Fund-Effect     | FY 07 \$  | FY 08 \$  |
|------------------------|-----------------|-----------|-----------|
| Various State Agencies | App Fund - Cost | Potential | Potential |

Note: App Fund=All Appropriated Funds

**Municipal Impact:** None

**Explanation**

The bill provides state employees who are certified American Red Cross disaster service volunteers up to 15 working days a year to participate in specialized disaster relief services without loss of pay, vacation time, sick leave, or accrued earned overtime. Under current law, the maximum leave is 14 days (10 working days).

This bill will give state employees who are certified disaster service volunteers up to 5 additional paid work days off each year to participate in disaster relief services. The bill will result in a cost to the state if employees participate in disaster relief services for more than 10 working days.

In 2005, 103 executive branch employees were deployed for disaster relief services,<sup>1</sup> accumulating a total of 7,632 work hours in disaster relief activity. In 2004, 3 executive branch employees were deployed for a total of 135 work hours. The 2005 figures reflect Hurricane Katrina disaster relief efforts.

The costs to the state are twofold; the cost of the 5 day paid leave and the potential cost of overtime or temporary personnel to cover the work responsibilities of the employee on paid leave.

<sup>1</sup> An additional 56 employees were trained but not deployed.

Under the bill, for example, if a state employee earning \$50,000 annually utilizes the additional 5 day paid leave, the cost to the state is \$958 ( $\$50,000 \text{ annual salary} / 52 \text{ weeks}$ ).

The second portion of the cost is the replacement cost, which is the cost to cover the job responsibilities of the employee on leave. If the employee in the above example worked at the Department of Correction or the Department of Public Safety, the replacement cost to the state would be at least \$958 (the replacement worker's salary for 5 days); or possibly higher, if overtime was used to cover the employee's shift.

If the employee utilizing this 5 day paid leave worked an administrative or clerical position state agencies may not incur any replacement costs as the workload of the employee may be absorbed among co-workers.

### ***The Out Years***

The annualized ongoing fiscal impact identified above would continue into the future subject to inflation..

**OLR Bill Analysis  
HB 5282**

***AN ACT CONCERNING LEAVE FOR STATE EMPLOYEES  
PROVIDING DISASTER RELIEF SERVICES.***

**SUMMARY:**

This bill gives a state employee who is a certified American Red Cross disaster service volunteer up to 15 working days a year to participate in Red Cross specialized disaster relief services without loss of pay, vacation time, sick leave, or accrued earned overtime if (1) his state supervisor approves and (2) the Red Cross requests his service. Under current law, the maximum leave is 14 days, without specifying working days.

EFFECTIVE DATE: October 1, 2006

**COMMITTEE ACTION**

Labor and Public Employees Committee

Joint Favorable

Yea 13 Nay 0 (03/16/2006)