

Department of Legislative Services
Maryland General Assembly
2016 Session

FISCAL AND POLICY NOTE
First Reader

House Bill 851
Economic Matters

(Delegate Healey, *et al.*)

Counties - Paid Sick Leave for Limited-Term Grant-Funded Employees -
Requirement

This bill requires counties to provide an employee whose position is funded through a limited-term grant with paid sick leave in the same manner and to the same extent that they provide paid sick leave to an employee in an equivalent position that is not funded through a limited-term grant.

Fiscal Summary

State Effect: None.

Local Effect: Local government expenditures may increase to the extent that counties do not currently provide paid sick leave to specified employees. County revenues are not affected. **This bill imposes a mandate on a unit of local government.**

Small Business Effect: None.

Analysis

Current Law: Counties are not required to provide paid sick leave to employees whose positions are funded through limited-term grants.

Local Fiscal Effect: Local government expenditures may increase to the extent that counties do not currently provide paid sick leave to specified employees. The Maryland Association of Counties advises that many county governments have grant-funded employees that are provided leave in accordance with fringe benefit packages that are

negotiated through their specific contract. These benefit packages may or may not be the same as for other employees in equivalent positions.

Baltimore County reports that it currently follows the practice required by the bill and, as a result, the bill will have no impact on Baltimore County expenditures. Dorchester County advises that all grant-funded employees, except one, receive paid sick leave. As a result, county expenditures increase by approximately \$2,500 annually to comply with the bill's requirements. Garrett County indicates that expenditures will increase by a minimal amount as most grant-funded employees are receiving paid sick leave. Harford County reports that it currently has no employees that are funded through limited-term grants. Prince George's County advises that county expenditures will increase in order to meet the requirements of the bill.

Additional Information

Prior Introductions: None.

Cross File: None.

Information Source(s): Baltimore, Dorchester, Garrett, Harford, and Prince George's counties; Maryland Association of Counties; Department of Legislative Services

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min/hlb

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