

**GOVERNMENT OF THE DISTRICT OF COLUMBIA**  
**Office of the Chief Financial Officer**

Natwar M. Gandhi  
Chief Financial Officer



**MEMORANDUM**

**TO:** The Honorable Linda W. Cropp  
Chairman, Council of the District of Columbia

**FROM:** Natwar M. Gandhi  
Chief Financial Officer

**DATE:** October 1, 2002

**SUBJECT:** Fiscal Impact Statement: “Annual Leave Bank Amendment Act of 2002”

**REFERENCE:** Draft Legislation as Introduced – No Bill Number Available

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**Conclusion**

Funds are sufficient in the FY 2003 through FY 2006 budget and financial plan to implement the proposed legislation. The expenditure of annual leave for the purposes described in the bill is limited to the available leave, accrued by District employees and contributed to the shared leave bank. Once accruals in the bank have been fully expended no additional leave may be applied against employee absenteeism.

**Background**

Eligible employees may receive annual leave from the employee leave bank managed by the District of Columbia Office of Personnel (DCOP). Currently the purpose of the leave bank is to be the repository of annual leave, contributed by District employees from their own accruals, and conditionally expended for the purpose of offsetting leave costs caused by employee absenteeism due to long-term illness or disability.

The proposed legislation broadens the eligibility for use of accruals in the shared leave bank to those employees on long-term maternity leave. Current law limits eligibility for use of time from the shared leave bank to matters of long-term illness or disability. In addition, use of leave would be broadened to those employees who would apply for maternity leave to care for members of their family and is not limited to the immediate household.

### **Financial Plan Impact**

Funds are sufficient in the FY 2003 through FY 2006 budget and financial plan. The proposed legislation will have no impact on the overall District budget and financial plan. The proposed legislation does not impact the overall rate of accrual, nor increase the overall eligible employee population. Use of leave will be limited to the existing resources of the District. The funding equivalent for the projected use of leave subject to the proposed legislation would be approximately \$520,000 per year only if the shared leave bank balance was maintained on or above that amount.

The expenditure of annual leave will be limited to the available leave. The offsetting leave is accrued by District employees and contributed to the leave bank. Once accruals in the bank have been fully expended there will be no additional leave to apply against any employee absenteeism until further contributions are made. There is the potential for modest costs if DCOP aggressively solicits contributions and uses District resources to communicate the solicitations.

*The Chief Financial Officer's legislative fiscal analysis is prepared by the Special Projects and Fiscal Analysis Administration in the Office of Research and Analysis. Contact us at 441 4<sup>th</sup> Street, NW, Suite 400S, Washington D.C., 20001 or view our work on-line at <http://cfo.dc.gov>.*