


Government of the District of Columbia
Office of the Chief Financial Officer



Jeffrey S. DeWitt
Chief Financial Officer

MEMORANDUM

TO: The Honorable Phil Mendelson
Chairman, Council of the District of Columbia

FROM: Jeffrey S. DeWitt
Chief Financial Officer 

DATE: April 17, 2018

SUBJECT: Fiscal Impact Statement – Leave Harmonization Amendment Act of 2018 (including emergency and temporary versions of the bill)

REFERENCE: Draft legislation sent to the Office of Revenue Analysis on April 12, 2018

Conclusion

Funds are sufficient in fiscal year 2018 and the proposed fiscal year 2019 through fiscal year 2022 budget and financial plan to implement the legislation.

Background

The legislation updates portions of the D.C. Code¹ pertaining to District government employee leave in order to align the code with the current practice of the D.C. Department of Human Resources (DCHR). Specifically, the legislation removes portions of the code that give universal leave², instead of annual and sick leave, to employees in the career and excepted services hired after September 30, 1987. These employees in fact receive annual and sick leave, not universal leave.

Universal leave is referenced in the code because legislation enacted in 1998³ anticipated that a universal leave program would replace annual and sick leave for these employees, but the universal leave program was never implemented.

¹ Found in the District of Columbia Government Comprehensive Merit Personnel Act of 1978, effective March 3, 1979 (D.C. Law 2-139; D.C. Official Code §§ 1-601.01 et seq.).

² Typically, employees who receive universal leave get a certain number of leave days a year that can be used for any purpose, whereas annual and sick leave are allocated separately and have specific uses.

³ Omnibus Personnel Reform Amendment Act of 1998, effective June 10, 1998 (D.C. Law 12-124; 45 DCR 2464).

The Honorable Phil Mendelson

FIS: "Leave Harmonization Amendment Act of 2018" (including emergency and temporary versions of the bill), Draft legislation sent to the Office of Revenue Analysis on April 12, 2018

This new legislation removing references to universal leave is retroactive to June 10, 1998, which is when the prior universal leave legislation became effective.

Financial Plan Impact

Funds are sufficient in fiscal year 2018 and the proposed fiscal year 2019 through fiscal year 2022 budget and financial plan to implement the legislation. The legislation has no cost since it aligns the D.C. Code with current practice and will not change DCHR operations.