

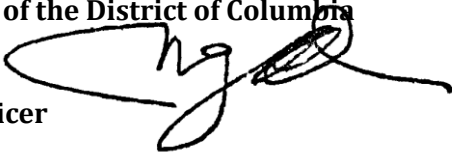
Government of the District of Columbia
Office of the Chief Financial Officer



Natwar M. Gandhi
Chief Financial Officer

MEMORANDUM

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

FROM: Natwar M. Gandhi 
Chief Financial Officer

DATE: September 16, 2013

SUBJECT: Fiscal Impact Statement – “Funeral and Memorial Service Leave Amendment Act of 2013”

REFERENCE: Bill 20-235– Bill as Introduced

Conclusion

Funds are sufficient in the FY 2014 through FY 2017 budget and financial plan to implement the bill.

Background

District employees¹ are currently entitled to one day of leave² to arrange or attend a funeral for an immediate relative, and up to three days if the death was related to combat in military service. Immediate relative³ is defined as an individual related by blood or marriage as father, mother, child, husband or wife.

The bill expands funeral leave to three days for all immediate family deaths. Additionally, immediate family is re-defined to include relations by domestic partnership, adoption, and legal guardianship. It is also expanded to include sister, brother, aunt, uncle, grandparent, grandchild, boyfriend, girlfriend, fiancé, domestic partner, as well as “similar familial relationships.”

¹ Excluded from these regulations are: Executive Service employees, uniformed members of the Metropolitan Police Department, the Fire and Emergency Medical Services Department, members of a board or commission with fixed pay, educational employees of the University of the District of Columbia and employees covered by a collective bargaining agreement if that agreement has a provision covering funeral leave.

² 6 DCMR § B1261. Funeral leave is categorized as administrative leave, and does not count against an employee’s earned vacation or sick leave.

³ D.C. Official Code §1-612.31(6).

The Honorable Phil Mendelson

FIS: Bill 20-235, "Funeral and Memorial Service Leave Amendment Act of 2013," Bill as Introduced.

Financial Plan Impact

Funds are sufficient in the FY 2014 through FY 2017 budget and financial plan to implement the bill.

Approximately 220 employees per month took funeral leave in 2012. The bill will likely increase the amount of funeral leave taken due to the increased number of allowable days and the broadened definition of family members. However, agencies will need to manage coverage as they do for all employee leave.