

**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:** January 2, 2002

**SUBJECT:** Fiscal Impact Statement: "Organ and Bone Marrow Donor  
Leave Amendment Act of 2001"

**REFERENCE:** Bill Number 14-135 as Introduced

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**Conclusion**

**Funds are sufficient in the FY 2002 through FY 2005 budget and financial plan because District agencies will be required to implement the provisions of the proposed legislation from within existing staff and resources.** Implementing the proposed legislation will not result in a reduction in local General Fund revenue nor will the bill significantly increase District liabilities associated with employee paid leave banks.

Agency performance costs will be increased with any extended absence of an individual. Any leave that is not offset through existing District leave banks will result in unbudgeted personnel services (PS) costs which agencies will be required to absorb. Larger agencies generally have better resources to absorb these costs than smaller agencies. However, the number of employees expected to use this type of leave is small and would not significantly impact overall District resources or operations.

**Background**

The proposed legislation amends the District of Columbia Comprehensive Merit Personnel Act of 1978 to entitle District government personnel to up to 30 days of leave to serve as human organ donors. Additionally, the proposed legislation allows up to 7 days of leave to serve as a bone marrow donor. Use of this type of leave will not result in loss or reduction in pay, leave, or credit for time of service in any calendar year.

### **Financial Plan Impact**

The proposed policy adds a new criteria for paid leave that is in addition to the current leave banks, and has a limited population or application. On a District-wide level, funds are sufficient in the FY 2002 through FY 2005 budget and financial plan to implement the provisions of the proposed legislation. Instances of employees using this type of leave will not significantly impact overall District resources or operations.

In certain circumstances an agency may incur expenses such as overtime, temporary employment services, or acting pay to handle operational activities for an employee on extended absence. Human organ donation would cost the District \$3,934 on average to perform operational activities at the salary rate of the absent individual. For bone marrow donation the cost would be \$908 per individual. Assuming five individuals per year were to become donors for human organs and five for bone marrow, the District would be impacted by \$24,211 in unbudgeted costs to replace the individuals at an average rate of pay of the absent individual.

While it can be assumed that the District government could absorb the overall impacts of the costs of the proposed legislation, the size of the implementing agency will be a factor in determining how funding and staff resources are used to provide coverage for the operations normally performed by an absent employee. Larger agencies may be able to directly absorb the costs. Smaller agencies have less flexibility but may be able make the necessary accommodations with enough notice. Without additional District-wide workforce resources, all agencies will be required to implement the provisions of the proposed legislation from within their existing local appropriations.