


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



Glen Lee  
Chief Financial Officer

**MEMORANDUM**

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

**FROM:** Glen Lee  
Chief Financial Officer 

**DATE:** October 6, 2022

**SUBJECT:** Fiscal Impact Statement –District Government Parental Bereavement  
Leave Amendment Act of 2022

**REFERENCE:** Bill 24-53, Committee Print as provided to the Office of Revenue  
Analysis on October 5, 2022

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**Conclusion**

Funds are sufficient in the fiscal year 2023 through fiscal year 2026 budget and financial plan to implement the bill.

**Background**

The bill entitles<sup>1</sup> District Government employees to ten days of bereavement leave without loss of pay, leave, or service credit when the employee suffers the death of their minor child or a stillbirth. District employees are currently entitled to three days of bereavement leave for the death of a child.

**Financial Plan Impact**

Funds are sufficient in the fiscal year 2023 through fiscal year 2026 budget and financial plan to implement the bill.

The new paid leave may require certain District agencies to use temporary personnel or overtime to substitute for essential workers who take leave for child deaths and stillbirths. However, temporary

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<sup>1</sup> By amending Section 1203 of the District of Columbia Government Comprehensive Merit Personnel Act of 1978, effective March 3, 1979 (D.C. Law 2-139; D.C. Official Code § 1-612.03).

The Honorable Phil Mendelson

FIS: Bill 24-53, "District Government Parental Bereavement Leave Amendment Act of 2022," Committee Print as provided to the Office of Revenue Analysis on October 5, 2022

personnel and overtime budgets are likely to already account for such costs if affected workers have been taking unpaid or other available leave. Additionally, the number of stillbirths<sup>2</sup> and child deaths<sup>3</sup> in the District indicates that only a small number of employees would be affected each year. No additional resources are required to implement the bill.

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<sup>2</sup> Department of Health Statistical Note: Reported Pregnancies and Pregnancy Rates in the District of Columbia 2011-2015. Published October 31, 2017. See: <https://doh.dc.gov/sites/default/files/dc/sites/doh/publication/attachments/Pregnancy%20Outcomes%202011-2015%20%28Final%29%20%2810.31.17%29.pdf>

<sup>3</sup> Centers for Disease Control and Prevention, National Center for Health Statistics. Underlying Cause of Death 1999-2019 on CDC WONDER Online Database, released in 2020. Data are from the Multiple Cause of Death Files, 1999-2019, as compiled from data provided by the 57 vital statistics jurisdictions through the Vital Statistics Cooperative Program. Accessed at <http://wonder.cdc.gov/ucd-icd10.html>.