


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



Natwar M. Gandhi
Chief Financial Officer

MEMORANDUM

TO: The Honorable Kwame R. Brown
Chairman, Council of the District of Columbia

FROM: Natwar M. Gandhi
Chief Financial Officer 

DATE: December 1, 2011

SUBJECT: Fiscal Impact Statement – “Government of the District of Columbia
Comprehensive Merit Personnel Amendment Act of 2011”

REFERENCE: Bill Number 19-476 – As Introduced

Conclusion

Funds are sufficient in the FY 2012 through FY 2015 budget and financial plan to implement the provisions of the proposed legislation. Enactment of the proposed legislation does not have an impact on the District’s budget and financial plan.

Background

The proposed legislation would amend the Government of the District of Columbia Comprehensive Merit Personnel Act of 1978¹ to reduce the number of Excepted Service appointments the Mayor can make and prohibit such appointments from switching to career positions around elections; it would also place limitations on the employment of relatives of public officials by the District Government.

The bill would also require credit and criminal background checks for Excepted Service appointments and limit the severance pay for both Excepted Service and Management Supervisory Service positions that are terminated.

Finally, the bill would require the Department of Human Resources to conduct a comprehensive review of its personnel practices to make sure they are in compliance with both local and federal law and report its findings to Council. According to the Department of Human Resources, this review is already planned and prioritized for FY 2012.

¹ D.C. Law 2-139; D.C. Official Code § 1-601.01 *et seq.*, effective March 3, 1979.

The Honorable Kwame R. Brown

FIS: B19-476 "Government of the District of Columbia Comprehensive Merit Personnel Amendment Act of 2011," as Introduced

Financial Plan Impact

Funds are sufficient in the FY 2012 through FY 2015 budget and financial plan to implement the provisions of the proposed legislation.

The requirement that the Department of Human Services perform credit and criminal background checks for Excepted Service appointments would not have a fiscal impact since these requirements are already in place.

The Department of Human Resources is already planning to conduct a review of its personnel practices in FY 2012, so the requirement to review the District's human resources policies for compliance with both local and federal law can be implemented with resources in the agency's FY 2012 budget.

All other proposed changes to the human resources laws governing personnel practices can be administered with existing resources.