



**Performance Note**  
**SB0207 - Paid Leave**  
**Amendments**  
Sponsor: Sen. Weiler, Todd



Performance Note Report

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Agency: Department of Human Resource Management

Funding For:

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New Services or Benefit

Public Benefit:

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**Purpose:** The purpose of the new benefits outlined in SB 207, including parental leave and postpartum recovery leave, is to provide new parents paid time off so that their sick and annual balances are not as adversely impacted upon returning to work after adoption or birth of a child.

**Services:** The new benefit provides 3 weeks of parental leave, and an additional 3 weeks of medical maternity leave for eligible employees experiencing these qualifying events. The impact of this service/benefit impacts each agency/branch differently based on workforce characteristics.

**Expected Outcome:** The expected outcome is that new parents will be able to maintain meaningful sick and annual leave balances for their use, after the birth or adoption of a child, if an illness or other event occurs which requires the use of their sick or annual leave balances.

**Implementations and Resources:** The Department of Human Resource Management will be required to administer the new benefit and are given authority for rulemaking. The department of Administrative Services Finance Division will also administer the program through a finance mandated line item, to which the department will be able to transfer certain funds of the cost of the program to agencies. Each branch or agency will provide supervisory approval for the use of the benefit and employee tracking of parental leave in timesheets.

**How:** The proposed activities will cause positive impacts for state employees and their families. This should allow more time for families to bond and establish connections with their new dependents and reduce stressful incentives for them to prematurely return to work due to lowering leave balances. The bill impacts branches and agencies of state government that are unable to redistribute workload of leave-taking employees, and would in turn provide additional overtime hours, temporary workers, and FTEs to offset that productivity loss.

Performance Measures

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## Goal

Title: Ability to maintain sick and annual leave balances when experiencing parental events.

Description: (1) % Utilization of benefit of eligible employees, (2) % of total eligible leave consumed per employee use, (3) Pre and Post-benefit leave balances by employee characteristics.

Collection Method: A baseline will be created using data prior to implementation of leave describing leave balances when controlled according to classification, age, tenure, etc. These characteristics will be compared with similar characteristics of employees who use paid parental leave. It is assumed that the use of paid parental leave should result in more favorable leave balances.

	2020	2021	2022
Target	0.00	0.00	0.00
Baseline	0.00	0.00	0.00

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