

Individual State Agency Fiscal Note

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| Bill Number: 2216 S HB | Title: State employee degree reqs. | Agency: 105-Office of Financial Management |
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Part I: Estimates

No Fiscal Impact

Estimated Cash Receipts to:

NONE

Estimated Operating Expenditures from:

NONE

Estimated Capital Budget Impact:

NONE

The cash receipts and expenditure estimates on this page represent the most likely fiscal impact. Factors impacting the precision of these estimates, and alternate ranges (if appropriate), are explained in Part II.

Check applicable boxes and follow corresponding instructions:

- If fiscal impact is greater than \$50,000 per fiscal year in the current biennium or in subsequent biennia, complete entire fiscal note form Parts I-V.
- If fiscal impact is less than \$50,000 per fiscal year in the current biennium or in subsequent biennia, complete this page only (Part I).
- Capital budget impact, complete Part IV.
- Requires new rule making, complete Part V.

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| Agency Approval: Jamie Langford | Phone: 360-902-0422 | Date: 02/22/2024 |
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Part II: Narrative Explanation

II. A - Brief Description Of What The Measure Does That Has Fiscal Impact

Significant provisions of the bill and any related workload or policy assumptions that have revenue or expenditure impact on the responding agency by section number.

The substitute version altered the language from the original version of the bill, clarifying the restriction around not requiring a two-year or four-year college degree to not requiring a degree "as the only way to demonstrate qualifications for the role." This clarification removed the fiscal impact for OFM.

SHB 2216:

The bill amends RCW 41.06.157, the comprehensive classification plan for all positions in the classified service, to not require a two-year or four-year college degree as the only way to demonstrate qualifications for the role, unless that degree is required by law for an employee to perform the essential functions of a classification.

With this clarification, OFM State Human Resources (SHR) current job classification specs which list desirable qualifications would not need to be reviewed and updated. Rather, SHR would need to draft and provide guidance and toolkits to agencies and institutions on how to incorporate competency-based qualifications for recruitments, and to advise agencies on the use of minimum qualifications that may be different than the desired listed on the class specs, as well as for identifying when essential functions require or don't require a two- or four-year degree.

SHR can provide the guidance described above, and modify relevant language within any collective bargaining agreements, within existing resources. There is no fiscal impact to OFM.

II. B - Cash receipts Impact

Cash receipts impact of the legislation on the responding agency with the cash receipts provisions identified by section number and when appropriate, the detail of the revenue sources. Description of the factual basis of the assumptions and the method by which the cash receipts impact is derived. Explanation of how workload assumptions translate into estimates. Distinguished between one time and ongoing functions.

II. C - Expenditures

Agency expenditures necessary to implement this legislation (or savings resulting from this legislation), with the provisions of the legislation that result in the expenditures (or savings) identified by section number. Description of the factual basis of the assumptions and the method by which the expenditure impact is derived. Explanation of how workload assumptions translate into cost estimates. Distinguished between one time and ongoing functions.

Part III: Expenditure Detail

III. A - Operating Budget Expenditures

NONE

III. B - Expenditures by Object Or Purpose

NONE

III. C - Operating FTE Detail: *FTEs listed by classification and corresponding annual compensation. Totals agree with total FTEs in Part I and Part IIIA.*

NONE

III. D - Expenditures By Program (optional)

NONE

Part IV: Capital Budget Impact

IV. A - Capital Budget Expenditures

NONE

IV. B - Expenditures by Object Or Purpose

NONE

IV. C - Capital Budget Breakout

Acquisition and construction costs not reflected elsewhere on the fiscal note and description of potential financing methods.

NONE

IV. D - Capital FTE Detail: *FTEs listed by classification and corresponding annual compensation. Totals agree with total FTEs in Part IVB.*

NONE

Part V: New Rule Making Required

Provisions of the bill that require the agency to adopt new administrative rules or repeal/revise existing rules.