

**COMMONWEALTH OF KENTUCKY STATE FISCAL NOTE STATEMENT  
LEGISLATIVE RESEARCH COMMISSION  
2015 REGULAR SESSION  
REVISED 2/13/15**

**MEASURE**

2015 BR NUMBER 1228

HOUSE BILL NUMBER 262

RESOLUTION NUMBER \_\_\_\_\_

AMENDMENT NUMBER \_\_\_\_\_

**SUBJECT/TITLE** An ACT relating to the staff of the legislative branch of state government.

**SPONSOR** Representative Kay

**NOTE SUMMARY**

FISCAL ANALYSIS:  IMPACT     NO IMPACT     INDETERMINABLE IMPACT

LEVEL(S) OF IMPACT:  STATE     LOCAL     FEDERAL

BUDGET UNIT(S) IMPACT: Legislative Research Commission

FUND(S) IMPACT:  GENERAL     ROAD     FEDERAL     RESTRICTED AGENCY \_\_\_\_\_     OTHER

**FISCAL SUMMARY**

FISCAL ESTIMATES	2014-2015	2015-2016	ANNUAL IMPACT AT FULL IMPLEMENTATION
REVENUES			
EXPENDITURES	INDETERMINABLE	INDETERMINABLE	INDETERMINABLE
NET EFFECT	INDETERMINABLE	INDETERMINABLE	INDETERMINABLE

( ) indicates a decrease/negative

**MEASURE'S PURPOSE:** HB 262 requires the Legislative Research Commission (LRC) to establish a job classification and compensation system for its nonpartisan employees by August 1, 2015.

**PROVISIONS/MECHANICS:** Create a new section of KRS Chapter 7 to require LRC, with the assistance of the Personnel Cabinet, to establish a job classification and compensation system for LRC's nonpartisan employees by August 1, 2015; require nonpartisan staff to be employed, promoted, disciplined, and dismissed in accordance with that system; require the Personnel Cabinet to advise LRC on salaries of employees of the General Assembly; require that each nonpartisan employee of LRC have a personnel file that is accessible to the employee; require the utilization of a deputy director for human resources, and provide that nothing in this section grant rights under KRS Chapter 18A to employees of LRC; amend KRS 7.090 to require

employment of personnel by LRC to be in accordance with the job classification and compensation system; amend KRS 18A.030 to require the secretary of the Personnel Cabinet to assist LRC in establishing a job classification and compensation system.

**FISCAL EXPLANATION:** The cost of implementing a classification and compensation system cannot be determined until the compensation structure is developed and adopted. The potential costs for providing salary equity within the structure cannot be determined until the classification plan has been settled.

The Personnel Cabinet estimates a cost of \$475,000 for establishing a classification and compensation system for LRC.

While LRC is statutorily exempt from the Family and Medical Leave Act (FMLA), the agency has made a concerted effort to adhere to and support the intent of the law to provide leave to employees experiencing medical or family emergencies. Implementation of FMLA with strict adherence to the annual maximum leave permitted is more restrictive than current LRC practices and could result in unintended consequences for employees.

The cost of creating a Deputy Director for Human Resources (HR) can vary depending whether or not an internal candidate is selected and promoted. Also, to be determined will be the size of the HR office. Additional staff may be needed in this area if an employee evaluation system is to be implemented.

**DATA SOURCE(S):** LRC

**PREPARER:** Katie Comstock **NOTE NUMBER:** 25 **REVIEW:** GMR **DATE:** 2/13/2015