

**Bill Summary**  
2nd Session of the 57<sup>th</sup> Legislature

<b>Bill No.:</b>	<b>SB 1434</b>
<b>Version:</b>	<b>FS1</b>
<b>Request No.:</b>	<b>3990</b>
<b>Author:</b>	<b>Sen. Dossett</b>
<b>Date:</b>	<b>03/09/2020</b>

**Floor Substitute (FS)**

The FS for SB 1434 entitles state employees hired after November 1, 2020, and who are veterans or members of the National Guard certified with a service-connected disability of 30% or more to additional sick leave with pay of up to 16 hours. The leave shall be used for medical treatment, including mental health treatment, of the service-connected injury. Leave granted for a 12-month period may not be carried over to the next year. The employing agency may require proof of treatment. Additional sick leave of up to 16 hours may be awarded to qualifying personnel.

Prepared by: Kalen Taylor

**Fiscal Analysis**

FY'21 Impact: \$0 - \$518,137.00

Full Year Impact: \$0 - \$518,137.00

Currently, there are about 87,000 disabled veterans residing in the state, representing about 2.22% of the total population. Given there is incomplete data on the number of disabled veterans working for state agencies, we shall make the assumption that there is an equal proportion of disabled veterans in the state workforce as there is to the total population. There are about 64,000 state employees, leading to an estimated 1,418 disabled veteran state employees.

If we are to assume that an extra two days of sick leave is utilized for each employee, using the average state daily wage of \$182.70, the total annual fiscal impact to the state would be \$518,137. These estimates are based off of assumptions that the disabled veteran state workforce is proportional to Oklahoma's overall population, and that each disabled veteran state employee will use two extra days of sick leave.

Prepared by: Fiscal Staff