

## Department of Planning and Budget 2022 Fiscal Impact Statement

**1. Bill Number:** HB384

<b>House of Origin</b>	<input checked="" type="checkbox"/> Introduced	<input type="checkbox"/> Substitute	<input type="checkbox"/> Engrossed
<b>Second House</b>	<input type="checkbox"/> In Committee	<input type="checkbox"/> Substitute	<input type="checkbox"/> Enrolled

**2. Patron:** Davis

**3. Committee:** General Laws

**4. Title:** Administration of government; rights of state and local employees; freedoms.

**5. Summary:** Protects state and local government employees from being required to take actions incompatible with their deeply held beliefs, values, or conscience or from being penalized for expressing opinions in opposition to or approval of official government policy.

**6. Budget Amendment Necessary:** No.

**7. Fiscal Impact Estimates:** Preliminary; see Item 8.

**8. Fiscal Implications:** The fiscal impact of this bill is indeterminate. Any state impact would depend on the number of state employees that would object to actions advancing regulations, rules, policies, or other actions or purposes of government violating their beliefs, values or conscience in the course of their duties and how such objections would impact state agency operations. Agencies may need to reassign or cover duties objected to by hiring additional staff or providing overtime pay or compensatory time for other employees.

**9. Specific Agency or Political Subdivisions Affected:** All state agencies and localities.

**10. Technical Amendment Necessary:** No.

**11. Other Comments:** None.

Date: 1/18/2022