



February 10, 2024

SUMMARY OF BILL: Authorizes state employees to participate in a Tennessee foster parent training one time during the course of their employment for up to 25 hours without having to use paid sick, annual, or compensatory time. Authorizes a state employee to complete annual in-service training during the course of their employment for up to eight hours without having to use paid sick, annual, or compensatory time. Requires the Department of Human Resources (DHR) to develop a form to be used by the Department of Children’s Services (DCS) to document the amount of training completed, such that it may be provided to the employee’s employing state agency.

FISCAL IMPACT:

NOT SIGNIFICANT

Assumptions:

- This legislation applies to any state employee of either the executive, legislative, or judicial branches of state government.
- Based on information provided by the DHR, the number of employees of each branch of state government, as of February 9, 2024 are as follows:

	Full-Time	Part-Time	Total
Executive Branch	36,584	1,890	38,474
Judicial Branch	2,791	58	2,849
Legislative Branch	1,637	176	1,813
Totals	41,012	2,124	43,136

- The number of state employees who currently participate in a foster parent training course or in an annual in-service training is unknown.
- Some employees, such as those who are registered attorneys, already attend continuing legal education courses, as a requirement to keep their licenses.
- These employees are provided such opportunities, without affecting any form of paid-time-off (PTO).
- This legislation will not affect such current arrangements in place; therefore, the provision of this legislation offering employees the opportunity to attend an eight-hour course without expending any PTO time is assumed to codify current practice.

- It is assumed that this legislation would not significantly impact the number of state employees who would decide to enroll in this course, as electing to foster a child is a significant decision, regardless of this legislation.
- Based on information provided by DCS, it can be estimated that approximately 200 state employees are or will become foster parents.
- This legislation will not impact the number of certified trainers in such training program.
- The DCS has not provided if any fees are collected in conjunction with this training program. Based on research of DCS's forms regarding such training and, furthermore, due this legislation having no impact on the number of course attendees who would take this course, regardless of this legislation, the amount of any fees collected by DCS would not be affected.
- The course requires first year foster parent training attendees to attend at least 15 hours of in-service training and if the attendee is a therapeutic foster parent, an additional 9 hours, or 24 hours training total (15 + 9).
- It is assumed that state employees will take both courses and, due to this legislation, will not need to use paid sick, annual, or compensatory time for 24 hours each year.
- This legislation prevents any employees that utilize this new benefit from taking additional foster parent training courses in subsequent years without expending PTO hours.
- Any accumulated annual leave at the time of an employee's termination from state government is paid out based on the employee's hourly rate at the time. While this will not result in a direct annual fiscal impact, it could create a fiscal liability for the state.
- It is assumed that, given the relatively low number of expected state employees who are estimated to annually take this course, this legislation alone will not significantly impact any fiscal liability to the state.

CERTIFICATION:

The information contained herein is true and correct to the best of my knowledge.



Krista Lee Carsner, Executive Director

/jb