



# OHIO LEGISLATIVE SERVICE COMMISSION

Tom Wert

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## Fiscal Note & Local Impact Statement

**Bill:** H.B. 298 of the 132nd G.A.

**Status:** As Introduced

**Sponsor:** Rep. Merrin

**Local Impact Statement Procedure Required:** No

**Subject:** Reduces the amount of sick leave certain public employees are entitled to receive

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The bill reduces the amount of sick leave certain public employees accrue. In doing so, the bill also eliminates provisions in current law that allow a public employer to provide additional sick leave, the ability of the Director of Administrative Services to grant sick leave that differs from accrual rates established in the Revised Code, and the ability of a board of county commissioners to supplement sick leave for employees who are not represented by a union. Ultimately, the changes in the bill may result in some payroll savings for counties, municipal corporations, townships, state institutions of higher education, and boards of education, although those savings are difficult to quantify.

Specifically, the bill reduces the amount of sick leave earned for employees of these entities from 4.6 hours of earned sick leave per 80 hours of service (approximately 120 hours per year) to 3.1 hours of earned sick leave per 80 hours of service (approximately 80 hours per year). The sick leave reduction would apply to employees in the various offices of a county, municipal corporation, or township, excluding superintendents and management employees of county boards of developmental disabilities. Additionally, the reduction in earned sick leave would apply to employees of state institutions of higher education and most employees of any board of education for whom sick leave is not provided under the law that provides sick leave to board of education employees. The bill also reduces the amount of sick leave most employees of a board of education are entitled to receive for each year under contract from 15 work days to ten work days. In all, the bill's reduction in sick leave accrual rates potentially affects more than 600,000 employees of political subdivisions, boards of education, and state institutions of higher education statewide. This approximation is based on U.S. Census data for Ohio's state and local government employee headcount in 2014.

It is difficult to gauge what potential payroll savings public employers might realize from the changes to sick leave under the bill. This is because employees affected by the bill's sick leave reduction would likely just work hours that they might otherwise have taken paid sick leave for. In this case, cash outlays to pay these employees will likely remain unchanged under the bill. However, there may be some savings for public employers that allow employees to redeem unused sick leave for cash payouts, as

employees would likely have fewer sick leave hours to redeem. Additionally, the bill may result in affected public employers paying less in overtime to handle workloads of employees who take sick leave from work. Similarly, boards of education may need to use fewer substitute teachers, resulting in some payroll savings.

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