



Economic Impact Analysis Virginia Department of Planning and Budget

22 VAC 40-675 – State Board of Social Services Personnel Policies for Local Departments of Social Services April 3, 2003

The Department of Planning and Budget (DPB) has analyzed the economic impact of this proposed regulation in accordance with Section 2.2-4007.G of the Administrative Process Act and Executive Order Number 21 (02). Section 2.2-4007.G requires that such economic impact analyses include, but need not be limited to, the projected number of businesses or other entities to whom the regulation would apply, the identity of any localities and types of businesses or other entities particularly affected, the projected number of persons and employment positions to be affected, the projected costs to affected businesses or entities to implement or comply with the regulation, and the impact on the use and value of private property. The analysis presented below represents DPB's best estimate of these economic impacts.

Summary of the Proposed Regulation

Pursuant to Sections 63.2-217 and 63.2-219 of the Code of Virginia, the Department of Social Services (DSS) proposes to establish regulations governing personnel policies in local departments of social services.

Estimated Economic Impact

Sections 63.2-217 and 63.2-219 of the Code of Virginia require DSS to establish regulations for personnel policies in local departments of social services. Currently, personnel policies are administered according to a policy manual issued by the State Board of Social Services. This manual was last updated in the early 1980s and never published as a regulation. The agency is now seeking to publish the general framework of these policies as regulation without establishing detailed requirements. The detailed standards in the policy manual will continue to be followed. The proposed regulations address the following issues in general terms: position classification and compensation; recruitment, screening, and selection of employees;

employee status; employee performance; equal employment opportunity; standards of conduct; grievance policies; employee political activity; and outside employment.

The primary purpose of the proposed regulations is to comply with the statutory requirements to establish regulations for personnel policies in local departments of social services. According to DSS, the proposed regulations will not alter the current personnel policies that have been in effect since the early 1980s. As before, local departments will continue to have the flexibility to be included in local jurisdiction-wide personnel plans instead of utilizing personnel policies outlined in the policy manual. These comprehensive jurisdiction plans must meet merit system standards and be comparable to personnel policies included in the policy manual and the State Board of Social Services must approve these plans prior to the inclusion of local department of employees in the plan. Since the proposed regulations reflect current practices, they are not likely to have any fiscal impact or economic consequences.

Businesses and Entities Affected

The proposed regulations apply to each of the 121 local departments of social services in the Commonwealth.

Localities Particularly Affected

The proposed regulation will not uniquely affect any particular localities as it applies statewide.

Projected Impact on Employment

The proposed regulation is not expected to have any impact on employment in Virginia.

Effects on the Use and Value of Private Property

The proposed regulation is not expected to have any significant effects on the use and value of private property.