

February 21, 2025

The Honorable Larry Alley, Chairperson
Senate Committee on Commerce
300 SW 10th Avenue, Room 159-S
Topeka, Kansas 66612

Dear Senator Alley:

SUBJECT: Fiscal Note for SB 153 by Senator Schmidt

In accordance with KSA 75-3715a, the following fiscal note concerning SB 153 is respectfully submitted to your committee.

SB 153 would enact the Kansas Paid Prenatal Personal Leave Act. Beginning January 1, 2026, the bill would require every employer to provide employees 20 hours of paid prenatal personal leave during the calendar year. The bill would define the leave, include other related requirements, and would allow for a civil action for violations. The bill would require the Department of Labor to conduct a public awareness outreach campaign and would authorize the Secretary to adopt rules and regulations as necessary to implement and administer provisions in the bill.

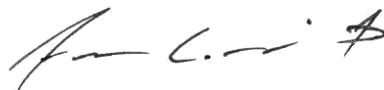
According to the Kansas Department of Labor, enactment of SB 153 could result in an increase in wage claims filed. The agency reports these could likely be absorbed within existing resources. The agency also believes the public awareness outreach program required by the bill could be implemented with a negligible fiscal effect.

The Office of Judicial Administration states enactment of SB 153 could increase the number of cases filed in district courts because it would create a civil action for violation. This could result in more time spent by judicial and nonjudicial personnel processing, researching, and hearing these cases. The Office estimates enactment of the bill could result in the collection of docket fees and fines assessed in those cases filed under the bill's provisions, which would be deposited to the State General Fund. The bill would not affect other revenues to the Judicial Branch. However, a fiscal effect cannot be estimated.

Legislative Administrative Services reports that enactment of the bill would not have a fiscal effect for the agency, the Legislature, or the Legislative Coordinating Council. The Department of Administration reports that there would be no fiscal effect for the agency or agencies under the Executive Branch as there is currently policies in place that would allow for leave required by the bill. The Kansas Board of Regents indicates there could be a fiscal effect for public postsecondary education institutions, but the total effect could not be estimated as it would depend on the number of pregnant employees and the amount of leave taken. The Kansas Department of Education stated that the fiscal effect on school districts would be similar as any other employer, but a total effect could not be estimated. Any fiscal effect associated with SB 153 is not reflected in *The FY 2026 Governor's Budget Report*.

The League of Kansas Municipalities reports that enactment of the bill could have a fiscal effect on cities. The League notes that while many cities have implemented prenatal person leave, there are smaller cities that may not have policies or the required budget for such policies. Implementation of the bill would require municipalities to develop and implement new procedures which would require additional time and training for city appointed officials, thus increasing costs. A total fiscal effect could not be estimated. Similarly, the Kansas Association of Counties reports as an employer, counties would be required to provide the leave, but a total fiscal effect could not be estimated.

Sincerely,

A handwritten signature in black ink, appearing to read "Adam C. Proffitt", with a stylized flourish at the end.

Adam C. Proffitt
Director of the Budget

cc: Dawn Palmberg, Department of Labor
Samir Arif, Department of Administration
Becky Pottebaum, Board of Regents
Tom Day, Legislative Services
Trisha Morrow, Judiciary
Jay Hall, Kansas Association of Counties
Wendi Stark, League of Kansas Municipalities
Gabrielle Hull, Department of Education