

State of Rhode Island  
**Budget  
Office**  
Department of Administration

**State Fiscal Note for Bill  
Number: 2020-H-7693**

**Date of State Budget Office Approval:**

**Date Requested:** Wednesday, March 4, 2020

**Date Due:** Saturday, March 14, 2020

<i>Impact on Expenditures</i>		<i>Impact on Revenues</i>	
FY 2020	\$0	FY 2020	\$0
FY 2021	>\$260,000	FY 2021	\$0
FY 2022	>\$260,000	FY 2022	\$0

*Explanation by State  
Budget Office:*

This act would freeze hiring for all state positions within a classification, for which a competitive test is required, if no test is given or has been given within twelve (12) months of the vacancy. It would allow the hiring freeze to be lifted and the position filled, by the unanimous written agreement of the Speaker of the House, President of the Senate and the minority leaders of both the house and the senate, indicating that the position needs to be filled for the health and safety of the general public.

*Comments on  
Sources of Funds:*

General Revenue is assumed to finance costs associated with providing competitive tests.

*Summary of Facts  
and Assumptions:*

There are 1,486 classified, competitive job classes, of which 11 currently have a valid civil service list. Of the 1,475 remaining classes, 431 are currently empty (i.e. no state employees currently occupy one of those titles). This leaves 1,044 classes that would require a test under this legislation.

The act implies that a test would be required annually, but existing state law under RIGL 36-4-20 and 36-4-22 authorizes lists generated from competitive tests to be in effect for up to four (4) years. Whether tests are required annually or on a four year cycle, existing staff within the Human Resources unit that conducts such exams would not be able to manage this process in-house and therefore would propose to outsource the testing requirement. Human Resources has not researched the cost to outsource such testing. Costs could be one price for each test or a charge per person taking the test. If charges were based on the number of people taking each test, the cost would be indeterminable because there would be no way to know how many individuals may choose to sign up for any given test.

*Summary of Fiscal  
Impact:*

Based on a hypothetical cost of \$1,000 per test (not per test taker), the estimated cost could range from \$261,000 to \$1,044,000 per year depending on whether the tests are required annually or every four years.

*Budget Office Signature:*

*Fiscal Advisor Signature:*

Prepared by:

No Analyst Assigned / /

Wednesday, July 15, 2020

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*James A. Millington*

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