



**SOUTH CAROLINA REVENUE AND FISCAL AFFAIRS OFFICE**  
**STATEMENT OF ESTIMATED FISCAL IMPACT**  
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*This fiscal impact statement is produced in compliance with the South Carolina Code of Laws and House and Senate rules. The focus of the analysis is on governmental expenditure and revenue impacts and may not provide a comprehensive summary of the legislation.*

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**Bill Number:** S. 0859    Introduced on January 9, 2024  
**Author:** Davis  
**Subject:** Skills Based Hiring  
**Requestor:** Senate Finance  
**RFA Analyst(s):** Tipton  
**Impact Date:** February 23, 2024

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### **Fiscal Impact Summary**

This bill establishes the State Employment Skills Based Hiring Act and requires the Department of Administration's (Admin) Office of Human Resources to periodically review the educational, experiential, and training requirements for all jobs in the executive branch to determine whether these requirements can be reduced without sacrificing the quality of service. The bill directs the office to change these requirements as it deems suitable and requires a report be provided to General Assembly leaders and the Governor detailing any jobs suitable for a reduction in requirements but whose requirements are established in law or regulation. The first periodic review must begin within ninety days after approval of this bill by the Governor.

This bill will have no expenditure impact on Admin, as the agency indicates the periodic reviews of job requirements required by the bill will be managed by existing Office of Human Resources staff and appropriations.

### **Explanation of Fiscal Impact**

#### **Introduced on January 9, 2024**

#### **State Expenditure**

This bill establishes the State Employment Skills Based Hiring Act and requires Admin's Office of Human Resources to periodically review the educational, experiential, and training requirements for all jobs in the executive branch to determine whether these requirements can be reduced without sacrificing the quality of service. The bill directs the office to closely review jobs that require a four-year college degree and requires the office to make appropriate adjustments to applicable job requirements as a result of their review. Following their periodic review, the Office of Human Resources must issue a report of its actions to the President of the Senate; Speaker of the House of Representatives; Chairman of the Senate Labor, Commerce, and Industry Committee; Chairman of the House Labor, Commerce, and Industry Committee; and the Governor. This report must also identify any jobs suitable for a reduction in requirements but whose requirements are established in law or regulation. The first periodic review must begin within ninety days after approval of this bill by the Governor.

Admin indicates that the requirements as specified by the bill will be managed with existing Office of Human Resources staff, and therefore, this bill will have no expenditure impact on the agency.

**State Revenue**

N/A

**Local Expenditure**

N/A

**Local Revenue**

N/A



Frank A. Rainwater, Executive Director