

Fiscal Estimate - 2003 Session

Original Updated Corrected Supplemental

LRB Number 03-2263/2 **Introduction Number** AB-446

Subject
Notice of reclassification under state civil service system

Fiscal Effect

State:

No State Fiscal Effect
 Indeterminate

Increase Existing Appropriations Increase Existing Revenues
 Decrease Existing Appropriations Decrease Existing Revenues
 Create New Appropriations

Increase Costs - May be possible to absorb within agency's budget
 Yes No
 Decrease Costs

Local:

No Local Government Costs
 Indeterminate

1. Increase Costs 3. Increase Revenue
 Permissive Mandatory Permissive Mandatory
2. Decrease Costs 4. Decrease Revenue
 Permissive Mandatory Permissive Mandatory

5. Types of Local Government Units Affected
 Towns Village Cities
 Counties Others
 School Districts WTCS Districts

Fund Sources Affected **Affected Ch. 20 Appropriations**

GPR FED PRO PRS SEG SEGS

Agency/Prepared By DER/ Bob Van Hoesen (608) 267-1003	Authorized Signature Bob Van Hoesen (608) 267-1003	Date 8/7/2003
---	--	-------------------------

Fiscal Estimate Narratives

DER 8/11/2003

LRB Number	03-2263/2	Introduction Number	AB-446	Estimate Type	Original
Subject					
Notice of reclassification under state civil service system					

Assumptions Used in Arriving at Fiscal Estimate

AB 446 prohibits reclassification of state employees until the affected employees have received at least 30 days' notice through first class mail to the employee's home.

Currently, after a personnel survey is completed, the affected employees are notified through a notice that is included with their biweekly paycheck. This notice is automatically generated by DOA central payroll at the same time that the changes to an employee's pay and classification are also programmed into the system. This bill would require a separate notice of a reclassification to the employee's home.

This estimate is based on the following assumptions:

- * The bill is intended to cover reallocations as well as reclassifications.
- * The average number of employee notices each year is 5,000.
- * The DOA central payroll system would have to be re-programmed to separate the generation of the employee notices from the actual implementation of the pay increases and classification changes. This action would be required in order to meet the requirement that the employee notices be distributed at least 30 days prior to the effective date of the classification change.

Without a project plan and specifications, it is impossible to determine how many programming hours would be required to implement the bill. A reasonable estimate would be a minimum of 100 hours of programming which would cost approximately \$7,500 in one-time staff time and computer resources.

In addition, there would be ongoing increased costs each year of approximately \$2,000 to cover first class postage and processing. The Department of Employment Relations would be unable to absorb these costs. The agency budget is already extremely tight and any unanticipated additional costs such as these will require the reallocation of funds already budgeted to support other program areas.

Long-Range Fiscal Implications

\$2,000 annually