

Fiscal Estimate Narratives

DER 2/26/2003

LRB Number 03-0236/1	Introduction Number AB-80	Estimate Type Original
Subject Paid leaves of absence for state employees who are veterans		

Assumptions Used in Arriving at Fiscal Estimate

AB 80 would require each appointing authority to grant a leave of absence for the entire work day on November 11, or the Monday following November 11 if November 11 falls on a Saturday or Sunday, to any veteran to attend or participate in a Veterans Day ceremony on that day. Employees wishing to take this leave would be required to inform their appointing authorities by November 1 of their intention to take the leave.

The Department of Employment Relations has no data to project how many veterans might choose to take a work day's leave under this bill. As of June 30, 2002 there were 6,839 current state employees who are veterans. Assuming the usual work day is 8 hours, the average 8-hour salary for all state employees, including classified and unclassified in state agencies including the University of Wisconsin faculty and academic staff, for fiscal year 2003 is \$179.

The fiscal impact of additional leave for employees can be expressed in two ways:

1. There is the "cost" to the state of providing leave with pay to employees for time during which no work is required to be performed. However, this would not be a direct or increased cost to the state.
2. Secondly, and in addition, when an employee is on leave, a state agency may incur increased costs if it must pay overtime or utilize replacement staff to perform the work of the absent employee. This cost can be calculated only if data is available regarding the number of employees taking leave, the duration of the leave and the job functions and pay level of the employees on leave.

This data cannot be predicted for the leaves permissible under this bill. Therefore, it is impossible to determine the fiscal impact on the state under either of the above cost methodologies.

Long-Range Fiscal Implications