## Fiscal Estimate - 2003 Session

	Original		Updated	X	Corrected		Supr	olemental	
	Number	03-1726/1		Intro	duction N	lumber	SB-17	7	
	tory overtime	e for health care	• workers						
Fiscal E	Effect								
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<b>⊠</b> lr 1 2.	ndeterminate I.  Increase Permiss 2.  Decreas Permiss	e Costs sive	3. Increase R ory Permissive 4. Decrease F	e Man Revenue	ndatory	ypes of Loca Sovernment Towns Counties School Districts	Units Affe	ge Cities rs S	
Fund Sources Affected  Affected Ch. 20 Appropriations  GPR FED PRO PRS SEG SEGS 20.445(1)(a)									
Agency	//Prepared E	3y	Autho	orized S	Signature			Date	
DWD/ Robert Anderson (608) 266-3345 JoAnn				na Rich	a Richard (608) 266-3131 6/25/2003				

# Fiscal Estimate Narratives DWD 6/25/2003

LRB Number	03-1726/1	Introduction Number	SB-177	Estimate Type	Corrected				
Subject									
Mandatory overtime for health care workers									

#### **Assumptions Used in Arriving at Fiscal Estimate**

The department anticipates receiving 50 complaints per year alleging healthcare personnel have been retaliated against for refusing to work overtime.

Retaliation complaints would be investigated by an Equal Rights Officer-Senior. an investigator has the capacity to complete eleven investigations per month. The department expects to need 1/2 Equal Rights Officer-Senior position to investigate cases and answer inquiries concerning this bill. The cost to the department for this Equal Rights Officer-Senior would be \$32,350 per year (\$19,500 salary, \$7,100 fringe benefits and \$5,750 supplies and services) plus a one-time cost of \$6,500 to set up the position with office equipment plus a PC.

Approximately 10 of the 50 complaints will require the department to hold a hearing on the complaint. A department administrative law judge would hold the hearing and has the capacity to hold eleven hearings per month. The department believes it can absorb the increased hearing workload without additional funding.

The department will incur one-time costs of \$1,500 to develop, print and distribute posters this bill would require healthcare institutions to post.

The department assumes the cost of local governments hiring additional staff at their healthcare facilities to avoid the use of mandatory overtime will be more expensive than paying existing staff the overtime premium for the overtime hours. Unfortunately there is no way for the department to estimate these additional costs.

#### Long-Range Fiscal Implications

The department anticipates the 50 complaints per year will continue for the foreseeable futue. The question of what constitutes "unforeseeable emergencies" will continue to lead to employer-employee disputes that will result in complaints filed with the department.

### Fiscal Estimate Worksheet - 2003 Session

Detailed Estimate of Annual Fiscal Effect

LRB Number 03-1726/1 Introduction Number SB-177  Subject  Mandatory overtime for health care workers  I. One-time Costs or Revenue Impacts for State and/or Local Government (do not include in annualized fiscal effect):  The department incur \$1,500 in costs to develop, print and distribute posters on this bill to affected health-care institutions required to post those posters. Additionally the department will incur \$6,500 in costs to equip the .5 FTE position with office equipment.  II. Annualized Costs:  Annualized Fiscal Impact on funds from Increased Costs  A State Costs by Category  State Operations - Salaries and Fringes \$26,600 (FTE Position Changes) (0.5 FTE)  State Operations - Other Costs 5,800 (0.5 FTE)  State Operations - Other Costs 5,800 (0.5 FTE)  State Costs by Source of Funds  GPR 32,400 \$  B. State Costs by Source of Funds  GPR 32,400 (SPR)  SEG/SEG-S (III. State Revenues - Complete this only when proposal will increase or decrease state revenues (e.g., tax increase, decrease in license fee, ets.)  GPR Taxes (SPR Earned FED PRO/PRS SEG/SEG-S (SPR)		Original		Updated		Corrected		Supplemental		
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