

Fiscal Estimate - 2003 Session

Original Updated Corrected Supplemental

LRB Number **03-1726/1** Introduction Number **SB-177**

Subject

Mandatory overtime for health care workers

Fiscal Effect

State:

- No State Fiscal Effect
- Indeterminate
 - Increase Existing Appropriations
 - Decrease Existing Appropriations
 - Create New Appropriations
- Increase Existing Revenues
- Decrease Existing Revenues
- Increase Costs - May be possible to absorb within agency's budget
 - Yes
 - No
- Decrease Costs

Local:

- No Local Government Costs
- Indeterminate
 - 1. Increase Costs
 - Permissive Mandatory
 - 2. Decrease Costs
 - Permissive Mandatory
 - 3. Increase Revenue
 - Permissive Mandatory
 - 4. Decrease Revenue
 - 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 20.445(1)(a)

Agency/Prepared By

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Date

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 future. 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

Original
 Updated
 Corrected
 Supplemental

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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 healthcare 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	Decreased 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	
Local Assistance		
Aids to Individuals or Organizations		
TOTAL State Costs by Category	\$32,400	\$
B. State Costs by Source of Funds		
GPR	32,400	
FED		
PRO/PRS		
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, etc.)		
	Increased Rev	Decreased Rev
GPR Taxes	\$	\$
GPR Earned		
FED		
PRO/PRS		
SEG/SEG-S		
TOTAL State Revenues	\$	\$
NET ANNUALIZED FISCAL IMPACT		
	State	Local
NET CHANGE IN COSTS	\$32,400	\$
NET CHANGE IN REVENUE	\$	\$
Agency/Prepared By		
Authorized Signature		Date
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