

### Fiscal Estimate - 2005 Session

Original       Updated       Corrected       Supplemental

<b>LRB Number</b> 05-2927/1		<b>Introduction Number</b> SB-371	
<b>Subject</b> Mandatory overtime for health care workers			
<b>Fiscal Effect</b>			
<b>State:</b>			
<input type="checkbox"/> No State Fiscal Effect			
<input type="checkbox"/> Indeterminate			
<input type="checkbox"/> Increase Existing Appropriations		<input type="checkbox"/> Increase Existing Revenues	
<input type="checkbox"/> Decrease Existing Appropriations		<input type="checkbox"/> Decrease Existing Revenues	
<input type="checkbox"/> Create New Appropriations		<input checked="" type="checkbox"/> Increase Costs - May be possible to absorb within agency's budget	
		<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	
<input type="checkbox"/> Decrease Costs			
<b>Local:</b>			
<input type="checkbox"/> No Local Government Costs			
<input checked="" type="checkbox"/> Indeterminate			
<b>5. Types of Local Government Units Affected</b>			
1. <input checked="" type="checkbox"/> Increase Costs		3. <input type="checkbox"/> Increase Revenue	
<input type="checkbox"/> Permissive <input checked="" type="checkbox"/> Mandatory		<input type="checkbox"/> Permissive <input type="checkbox"/> Mandatory	
2. <input type="checkbox"/> Decrease Costs		4. <input type="checkbox"/> Decrease Revenue	
<input type="checkbox"/> Permissive <input type="checkbox"/> Mandatory		<input type="checkbox"/> Permissive <input type="checkbox"/> Mandatory	
		<input type="checkbox"/> Towns <input type="checkbox"/> Village <input type="checkbox"/> Cities	
		<input checked="" type="checkbox"/> Counties <input type="checkbox"/> Others	
		<input type="checkbox"/> School Districts <input type="checkbox"/> WTCS Districts	
<b>Fund Sources Affected</b>		<b>Affected Ch. 20 Appropriations</b>	
<input checked="" type="checkbox"/> GPR <input type="checkbox"/> FED <input type="checkbox"/> PRO <input type="checkbox"/> PRS <input type="checkbox"/> SEG <input type="checkbox"/> SEGS		20.445 (1) (a)	
<b>Agency/Prepared By</b> DWD/ LeAnna Ware (608) 266-1997		<b>Authorized Signature</b> JoAnna Richard (608) 267-3200	
		<b>Date</b> 10/18/2005	

**Fiscal Estimate Narratives**  
**DWD 10/18/2005**

LRB Number <b>05-2927/1</b>	Introduction Number <b>SB-371</b>	Estimate Type <b>Original</b>
<b>Subject</b> 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 \$5,800 supplies and services) plus a one-time cost of \$6,500 to set up the position with an office, office furnishings and 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 \$2,000 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 - 2005 Session

Detailed Estimate of Annual Fiscal Effect

Original     
  Updated     
  Corrected     
  Supplemental

<b>LRB Number</b> 05-2927/1		<b>Introduction Number</b> SB-371	
<b>Subject</b>			
Mandatory overtime for health care workers			
<b>I. One-time Costs or Revenue Impacts for State and/or Local Government (do not include in annualized fiscal effect):</b>			
The department will incur \$2,000 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 position with an office, office furnishings and a PC.			
<b>II. Annualized Costs:</b>		<b>Annualized Fiscal Impact on funds from:</b>	
		Increased Costs	Decreased Costs
<b>A. State Costs by Category</b>			
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			
<b>TOTAL State Costs by Category</b>		<b>\$32,400</b>	<b>\$</b>
<b>B. State Costs by Source of Funds</b>			
GPR		32,400	
FED		0	
PRO/PRS		0	
SEG/SEG-S			
<b>III. State Revenues - Complete this only when proposal will increase or decrease state revenues (e.g., tax increase, decrease in license fee, ets.)</b>			
		Increased Rev	Decreased Rev
GPR Taxes		\$	\$
GPR Earned			
FED			
PRO/PRS			
SEG/SEG-S			
<b>TOTAL State Revenues</b>		<b>\$</b>	<b>\$</b>
<b>NET ANNUALIZED FISCAL IMPACT</b>			
		State	Local
NET CHANGE IN COSTS		\$32,400	\$
NET CHANGE IN REVENUE		\$	\$
<b>Agency/Prepared By</b>		<b>Authorized Signature</b>	<b>Date</b>

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