

Fiscal Estimate Narratives

DPI 2/28/2020

LRB Number	19-5585/1	Introduction Number	AB-0936	Estimate Type	Original
Description requiring a local governmental unit to create a civil service system with a just cause standard of discipline for its employees					

Assumptions Used in Arriving at Fiscal Estimate

Under current law local governmental units were required to have a civil services system by October 1, 2011. A grievance procedure create within this should include: a grievance procedure that addresses employee terminations, employee discipline, and workplace safety. The procedure should include: a written document specifying the process that a grievant and an employer must follow, a hearing before an impartial hearing officer, and an appeal process in which the highest level of appeal is the governing body of the local governmental unit.

This bill requires a civil service system implemented by January 1, 2021. The bill requires an additional criteria within the grievance procedure that provides for a hearing before an impartial hearing officer mutually agreed to by the parties, unless explicitly provided otherwise by statute.

This bill creates the provision that under the civil service system an employee with permanent status in class (as defined by the system) may be removed, suspended without pay, discharged, reduced in base pay, or demoted, or have his or her contract non renewal, only for just cause.

State: No state fiscal effects
There is no direct fiscal impact.

Local: Indeterminate
Any increased related costs for administrative work to create a civil service system with a standard of discipline for its employees would be absorbed by operating costs. As a result, there is no direct fiscal impact.

Long-Range Fiscal Implications

Fiscal Estimate Worksheet - 2019 Session

Detailed Estimate of Annual Fiscal Effect

Original
 Updated
 Corrected
 Supplemental

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Description requiring a local governmental unit to create a civil service system with a just cause standard of discipline for its employees			
I. One-time Costs or Revenue Impacts for State and/or Local Government (do not include in annualized fiscal effect):			
II. Annualized Costs:		Annualized Fiscal Impact on funds from:	
		Increased Costs	Decreased Costs
A. State Costs by Category			
State Operations - Salaries and Fringes	\$		\$
(FTE Position Changes)			
State Operations - Other Costs			
Local Assistance			
Aids to Individuals or Organizations			
TOTAL State Costs by Category	\$		\$
B. State Costs by Source of Funds			
GPR			
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			
		<u>State</u>	<u>Local</u>
NET CHANGE IN COSTS		\$	\$
NET CHANGE IN REVENUE		\$	\$
Agency/Prepared By		Authorized Signature	Date
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