

FISCAL ESTIMATE
DOA-2048 N(R10/94)

- ORIGINAL
- CORRECTED
- UPDATED
- SUPPLEMENTAL

LRB or Bill No/Adm. Rule No.
AB 10 (99-0332/1)

Amendment No. If Applicable

Subject
Veterans Day (November 11) as a state government holiday

Fiscal Effect

State: No State Fiscal Effect

Check columns below only if bill makes a direct appropriation or affects a sum certain appropriation

- Increase Existing Appropriation
- Decrease Existing Appropriation
- Create New Appropriation
- 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

- | | | |
|--|--|--|
| 1. <input type="checkbox"/> Increase Costs
<input type="checkbox"/> Permissive <input type="checkbox"/> Mandatory
2. <input type="checkbox"/> Decrease Costs
<input type="checkbox"/> Permissive <input type="checkbox"/> Mandatory | 3. <input type="checkbox"/> Increase Revenues
<input type="checkbox"/> Permissive <input type="checkbox"/> Mandatory
4. <input type="checkbox"/> Decrease Revenues
<input type="checkbox"/> Permissive <input type="checkbox"/> Mandatory | 5. Types of Local Governmental Units Affected:
<input type="checkbox"/> Towns <input type="checkbox"/> Villages <input type="checkbox"/> Cities
<input type="checkbox"/> Counties <input type="checkbox"/> Others _____
<input type="checkbox"/> School Districts <input type="checkbox"/> WTCS Districts |
|--|--|--|

Fund Sources Affected

- GPR FED PRO PRS SEG SEG-S

Affected Ch. 20 Appropriations

Assumptions Used in Arriving at Fiscal Estimate

AB 10 provides that November 11 is a day when the offices of the agencies of state government are closed to celebrate Veterans Day.

The bill also increases the number of paid holidays for state employes not represented by a collective bargaining agreement from 9 to 10.

There are two types of fiscal impact from a state holiday that closes state offices:

1. There is the "cost" to the state of providing leave with pay to employes for time during which no work is required to be performed. However, this would not be a direct or increased cost to the state. The payroll for one day for non-represented employes (including UW unclassified staff, but excluding elected officials) is \$4.7 million, salaries and fringe benefits, of which \$2.7 million, or 46%, consists of GPR funds.

[This figure does not include the cost of the paid holiday if it is included in new collective bargaining agreements with represented employes. If November 11 were to be included as a paid legal holiday in all collective bargaining agreements, the "cost" under this methodology for non-represented employes, would be \$4.07 million, salaries and fringe benefits (of which \$2.30 million is GPR) for employes represented by a union contract in addition to the \$4.7 million for non-represented employes.]

2. There is an additional cost to a paid state holiday. If an employe is required to work on a paid holiday (e.g., in a correctional or health care institution, or in law enforcement), a state agency is required to grant compensatory time off or overtime at the rate of time and one-half. In addition, the employe receives the holiday off at a later date. Currently DER does not have data on the number or pay rates of employes who are required to work on holidays; therefore, we can not at this time estimate the out-of-pocket costs to the state for employes required to work the holiday.

Long-Range Fiscal Implications

Agency/Prepared by: (Name & Phone No.)
Department of Employment Relations
Elizabeth Reinwald/266-5316

Authorized Signature/Telephone No.

Elizabeth Reinwald

Date

2/1/99