

1999 Session

LRB or Bill No./Adm. Rule No.

1163/1 AB168

Amendment No. if Applicable

FISCAL ESTIMATE
DOA-2048 N(R10/98)

ORIGINAL UPDATED
 CORRECTED SUPPLEMENTAL

Subject Employment discrimination due to volunteer firefighter, EMT, first responder and ambulance driver work absences

Fiscal Effect

State: No State Fiscal Effect
Check columns below only if bill makes a direct appropriation or affects a sum sufficient appropriation.

Increase Costs - May be possible to Absorb Within Agency's Budget Yes No

Increase Existing Appropriation Increase Existing Revenues
 Decrease Existing Appropriation Decrease Existing Revenues
 Create New Appropriation

Decrease Costs

Local: No local government costs

1. Increase Costs
 Permissive Mandatory
2. Decrease Costs
 Permissive Mandatory

3. Increase Revenues
 Permissive Mandatory
4. Decrease Revenues
 Permissive Mandatory

5. Types of Local Governmental Units Affected:

Towns Villages Cities
 Counties Others _____
 School Districts WTCS Districts

Fund Sources Affected

GPR FED PRO PRS SEG SEG-S

Affected Ch. 20 Appropriations

Assumptions Used in Arriving at Fiscal Estimate

This bill would expand the jurisdiction of the Personnel Commission over complaints of employment discrimination brought against the State of Wisconsin as an employer to include claims based on temporary work absences while the employe responds to emergency calls as a volunteer firefighter, emergency medical technician, first responder or ambulance driver. The bill also establishes an employer's duty to reasonably accommodate such absences by an employe or prospective employe.

Effect on the Personnel Commission

The Commission assumes that the number of claims filed would be comparable to the number of claims that are filed with the Commission by state employes (and prospective employes of the State) alleging discrimination due to membership in the national guard, state defense force or any reserve component. For the past two calendar years, the Commission has received a total of six such complaints, for an average of three per year. All six of the complaints also included allegations of other forms of prohibited employment discrimination such as sex or national origin. Therefore, the Commission assumes that it would receive no more than three additional complaints per year for investigation and processing under the language of the bill. More than 200 complaints and 150 appeals are already filed with the Commission annually. Existing staff will be able to absorb this nominal estimated increase in caseload without additional expenditures.

One-time costs

Passage of the bill would require about 20 hours of staff time for making changes to Personnel Commission forms and related materials. However, there would be no operating costs associated with these changes. (continued on page 2)

Long-Range Fiscal Implications

Agency/Prepared by: (Name & Phone No.)

State Personnel Commission /
Kurt M. Stege 266-9570

Authorized Signature/Telephone No.

Date

FISCAL ESTIMATE DOA-2048 N(R10/98)	<input checked="" type="checkbox"/> ORIGINAL <input type="checkbox"/> UPDATED <input type="checkbox"/> CORRECTED <input type="checkbox"/> SUPPLEMENTAL	1999 Session LRB or Bill No./Adm. Rule No. 1163/1 AB168 Amendment No. if Applicable
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Subject Employment discrimination due to volunteer firefighter, EMT, first responder and ambulance driver work absences

Fiscal Effect

State: No State Fiscal Effect
 Check columns below only if bill makes a direct appropriation or affects a sum sufficient appropriation.

<input type="checkbox"/> Increase Existing Appropriation	<input type="checkbox"/> Increase Existing Revenues	<input type="checkbox"/> Increase Costs -- May be possible to Absorb Within Agency's Budget <input type="checkbox"/> Yes <input type="checkbox"/> No
<input type="checkbox"/> Decrease Existing Appropriation	<input type="checkbox"/> Decrease Existing Revenues	<input type="checkbox"/> Decrease Costs
<input type="checkbox"/> Create New Appropriation		

Local: No local government costs

1. Increase Costs <input type="checkbox"/> Permissive <input type="checkbox"/> Mandatory	3. Increase 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
2. Decrease Costs <input type="checkbox"/> Permissive <input type="checkbox"/> Mandatory	4. Decrease Revenues <input type="checkbox"/> Permissive <input type="checkbox"/> Mandatory	

Fund Sources Affected <input type="checkbox"/> GPR <input type="checkbox"/> FED <input type="checkbox"/> PRO <input type="checkbox"/> PRS <input type="checkbox"/> SEG <input type="checkbox"/> SEG-S	Affected Ch. 20 Appropriations
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Assumptions Used in Arriving at Fiscal Estimate

Local fiscal effect
 The Personnel Commission was also asked to estimate local government costs associated with this bill.

The Commission assumes that the bill will not alter the predominant current employment practices of local governments and that there will be no loss in net productivity for volunteer firefighters (and other volunteers covered by the bill) who happen to be employed by local governments.

Local government costs associated with defending complaints filed by local government employes under the bill are better estimated by the Department of Workforce Development, whose Equal Rights Division would receive such complaints.

Long-Range Fiscal Implications

Agency/Prepared by: (Name & Phone No.) State Personnel Commission / Kurt M. Stege 266-9570	Authorized Signature/Telephone No. 	Date 3/10/99
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FISCAL ESTIMATE WORKSHEET

1999 Session

Detailed Estimate of Annual Fiscal Effect	<input checked="" type="checkbox"/> ORIGINAL	<input type="checkbox"/> UPDATED	LRB or Bill No./Adm. Rule No.	Amendment No.
DOA-2047 (R10/94)	<input type="checkbox"/> CORRECTED	<input type="checkbox"/> SUPPLEMENTAL	1163/1 AB168	

Subject: Employment discrimination due to volunteer firefighter, EMT, first responder and ambulance driver work absences

I. One-time Costs or Revenue Impacts for State and/or Local Government (do not include in annualized fiscal effect):

- 0 -

II. Annualized Costs:	Annualized Fiscal impact on State funds from:	
A. State Costs by Category	Increased Costs	Decreased Costs
State Operations – Salaries and Fringes	\$	\$ -
(FTE Position Changes)	(0 FTE)	(- 0 FTE)
State Operations – Other Costs		-
Local Assistance		-
Aids to Individuals or Organizations		-
TOTAL State Costs by Category	\$	\$ -
B. State Costs by Source of Funds	Increased Costs	Decreased Costs
GPR	\$	\$ -
FED		-
PRO/PRS		-
SEG/SEG-S		-
III. State Revenues –	Increased Rev.	Decreased Rev.
Complete this only when proposal will increase or decrease state revenues (e.g., tax increase, decrease in license fee, etc.)		
GPR Taxes	\$	\$ -
GPR Earned		-
FED		-
PRO/PRS		-
SEG/SEG-S		-
TOTAL State Revenues	\$	\$ -

NET ANNUALIZED FISCAL IMPACT

	STATE	LOCAL
NET CHANGE IN COSTS	\$ - 0 -	\$ - 0 -
NET CHANGE IN REVENUES	\$	\$

Agency/Prepared by: (Name & Phone No.) State Personnel Commission / Kurt M. Stege 266-9570	Authorized Signature/Telephone No. 	Date 3/10/99
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