

1999 Session

LRB or Bill No./Adm. Rule No.

- 2232/1 SB67

Amendment No. if Applicable

## FISCAL ESTIMATE

DOA-2048 N(R10/98)

 ORIGINAL       UPDATED  
 CORRECTED       SUPPLEMENTAL

## Subject

Employment discrimination due volunteer firefighter, EMT, first responder  
and ambulance driver to 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 CostsLocal:  No local government costs1. Increase Costs  
 Permissive     Mandatory3.  Increase Revenues  
 Permissive     Mandatory

5. Types of Local Governmental Units Affected:

 Towns       Villages       Cities2. Decrease Costs  
 Permissive     Mandatory4.  Decrease Revenues  
 Permissive     Mandatory Counties       Others \_\_\_\_\_ School Districts     KWTCS 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

(see page 2)

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

State Personnel Commission /  
Kurt M. Stege 266-9570 (PERS)

Authorized Signature/Telephone No.

Date

03/09/99

<p><b>FISCAL ESTIMATE</b> DOA-2048 N(R10/98)</p> <p style="text-align: center;"> <input checked="" type="checkbox"/> ORIGINAL      <input type="checkbox"/> UPDATED  <input type="checkbox"/> CORRECTED      <input type="checkbox"/> SUPPLEMENTAL         </p>	<p><b>1999 Session</b></p> <p>LRB or Bill No./Adm. Rule No. 2232/1      SB67</p> <p>Amendment No. if Applicable</p>
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**Subject** Employment discrimination due volunteer firefighter, EMT, first responder and ambulance driver to 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"/> Decrease Existing Appropriation <input type="checkbox"/> Decrease Existing Revenues <input type="checkbox"/> Create New Appropriation	<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 Costs
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Local:  No local government costs

1. Increase Costs <input type="checkbox"/> Permissive <input type="checkbox"/> Mandatory 2. 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
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<b>Fund Sources Affected</b> <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	<b>Affected Ch. 20 Appropriations</b>
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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**

(see above)

<b>Agency/Prepared by: (Name &amp; Phone No.)</b> State Personnel Commission / Kurt M. Stege 266-9570	<b>Authorized Signature/Telephone No.</b> 	<b>Date</b> 3/9/99
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**FISCAL ESTIMATE WORKSHEET**

**1999 Session**

Detailed Estimate of Annual Fiscal Effect DOA-2047 (R10/94)	<input checked="" type="checkbox"/> ORIGINAL <input type="checkbox"/> UPDATED <input type="checkbox"/> CORRECTED <input type="checkbox"/> SUPPLEMENTAL	LRB or Bill No./Adm. Rule No. 2232/1    SB67	Amendment No.
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Subject    Employment discrimination due volunteer firefighter, EMT, first responder and ambulance driver to work absences.

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

- 0 -

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

**NET ANNUALIZED FISCAL IMPACT**

	<u>STATE</u>	<u>LOCAL</u>
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 3/9/99
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