

FISCAL ESTIMATE

DOA-2048 N(R10/94)

- ORIGINAL
- CORRECTED
- UPDATED
- SUPPLEMENTAL

LRB or Bill No/Adm. Rule No.

LRB 4883/1

SB 522

Amendment No. If Applicable

Subject WAGE & BENEFIT INCREASES IN 1999-2001 COLLECTIVE BARGAINING AGREEMENT  
STATE ENGINEERING ASSOCIATION

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.  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  Village  Cities
  - Counties  Others \_\_\_\_\_
  - School Districts  WTCS Districts

Fund Sources Affected

- GPR  FED  PRO  PRS  SEG  SEG-S

Affected Ch. 20 Appropriations

20.865 (1)

Assumptions Used in Arriving at Fiscal Estimate

See Attached

Long-Range Fiscal Implications

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

Department of Employment Relations  
John Wiesman/266-3381

Authorized Signature/Telephone No.

Date

4/20/00

**FISCAL ESTIMATE WORKSHEET**

**1999 Session**

Detailed Estimate of Annual Fiscal Effect

ORIGINAL

UPDATED

LRB or Bill No/Adm. Rule No.

Amendment No.

DOA-2047 (R10/94)

CORRECTED

SUPPLEMENTAL

**LRB 4883/1**

**Subject**                      **WAGE & BENEFIT INCREASES IN 1999-2001 COLLECTIVE BARGAINING AGREEMENT  
STATE ENGINEERING ASSOCIATION**

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

**FY 1999-2000 Only**

II. Annualized Costs:	Annualized Fiscal Impact on State Funds from:	
	Increased Costs	Decreased Costs
<b>A. State Costs by Category</b>		
State Operations - Salaries and Fringes	\$2,470,878	
(FTE Position Changes)	(            FTE)	(-            FTE)
State Operations - Other Costs		
Local Assistance		
Aids to Individuals and Organizations		
<b>TOTAL State Costs by Category</b>	\$            2,470,878	
<b>B. State Costs by Source of Funds</b>	Increased Costs	Decreased Costs
GPR	\$            1,134,874	
FED		
PRO/PRS	\$            1,336,004	
SEG/SEG-S		
<b>III. State Revenues</b>	Increased Rev.	Decreased Rev.
<small>Complete this only when proposal will increase or decrease state revenues (e.g., tax increase, decrease in license fee, etc.)</small>		
GPR Taxes		
GPR Earned		
FED		
PRO/PRS		
SEG/SEG-S		
<b>TOTAL State Revenues</b>		

**NET ANNUALIZED FISCAL IMPACT**  
STATE                      LOCAL

NET CHANGE IN COSTS                      \$2,470,878                      \_\_\_\_\_

NET CHANGE IN REVENUES                      \_\_\_\_\_

Agency/Prepared by: (Name & Phone No.)  
Department of Employment Relations  
John Wiesman/266-3381

Authorized Signature/Telephone No.

*Elizabeth Penwald*

Date

*4/20/00*

**FISCAL ESTIMATE WORKSHEET**

**1999 Session**

Detailed Estimate of Annual Fiscal Effect

ORIGINAL     UPDATED  
 CORRECTED     SUPPLEMENTAL

LRB or Bill No./Adm. Rule No.	Amendment No.
LRB 4883/1	

DOA-2047 (R10/94)

**Subject**                      **WAGE & BENEFIT INCREASES IN 1999-2001 COLLECTIVE BARGAINING AGREEMENT  
STATE ENGINEERING ASSOCIATION**

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

FY 2000-2001 Only

II. Annualized Costs:	Annualized Fiscal Impact on State Funds from:	
	Increased Costs	Decreased Costs
<b>A. State Costs by Category</b>		
State Operations - Salaries and Fringes	\$6,527,154	
(FTE Position Changes)	(        FTE)	(-        FTE)
State Operations - Other Costs		
Local Assistance		
Aids to Individuals and Organizations		
<b>TOTAL State Costs by Category</b>	<b>\$ 6,527,154</b>	<b>\$0</b>
<b>B. State Costs by Source of Funds</b>		
GPR	\$2,997,922	\$0
FED		
PRO/PRS	\$ 3,529,232	\$0
SEG/SEG-S		
<b>III. State Revenues</b>		
GPR Taxes		
GPR Earned		
FED		
PRO/PRS		
SEG/SEG-S		
<b>TOTAL State Revenues</b>	<b>\$0</b>	<b>\$0</b>

**NET ANNUALIZED FISCAL IMPACT**  
STATE                      LOCAL

NET CHANGE IN COSTS                      \$6,527,154                      \_\_\_\_\_  
NET CHANGE IN REVENUES                      \_\_\_\_\_                      \_\_\_\_\_

Agency/Prepared by: (Name & Phone No.)  
Department of Employment Relations  
John Wiesman/266-3381

Authorized Signature/Telephone No.

*Elizabeth Ferrel*

Date

4/20/00

**SUBJECT: WAGE INCREASES IN 1999-2001 CONTRACT AGREEMENT**

Session 1999 - LRB 4883/1

Attachment 1

**State Engineering Association (14)**

<b>SUMMARY TOTALS</b>					
<b>FISCAL YEAR</b>		<b>ALL FUNDS WITHOUT FRINGE</b>	<b>ALL FUNDS WITH FRINGE</b>	<b>GPR WITH FRINGE</b>	<b>OTHER FUNDS WITH FRINGE</b>
Total FTE:	1,307.62				
Base Payroll:	\$58,720,677				
<b>1999-2000:</b>					
1st Year Cost		\$2,012,113	\$2,470,878	\$1,134,874	\$1,336,004
1st Year Cost in 2nd Year		\$1,910,847	\$2,346,523	\$1,077,758	\$1,268,765
2nd Year Cost		\$3,404,421	\$4,180,631	\$1,920,164	\$2,260,467
<b>Biennial Total</b>		<b>\$7,327,381</b>	<b>\$8,998,032</b>	<b>\$4,132,796</b>	<b>\$4,865,236</b>

State Engineering Association (14)

1) FISCAL YEAR INCREASES:

A) General wage adjustment:

Fiscal Year 1999-2000: Effective with the contract, a 1.0% general wage adjustment for eligible employees, subject to the 1999-2000 pay range maximum. A lump sum payment for the balance of the 1.0% is provided for employees limited by the pay range maximum.

A lump sum payment for hours in pay status from January 2, 2000, to the contract effective date.

Fiscal Year 2000-2001: Effective July 2, 2000, a 1.0% general wage adjustment for eligible employees, subject to the July 2, 2000, pay range maximum. A lump sum payment for the balance of the 1.0% is provided for employees limited by the pay range maximum.

Effective October 8, 2000, a one-half (1/2) within range pay step general wage adjustment for eligible non-entry employees, subject to the October 8, 2000, pay range maximum. A lump sum payment for the balance of the one-half within range pay step is provided for employees limited by the pay range maximum.

Effective October 8, 2000, a 0.7% general wage adjustment for eligible employees, subject to the October 8, 2000, pay range maximum.

A lump sum payment for the balance of the 0.7% is provided for employees limited by the pay range maximum.

Effective December 31, 2000, a 1.0% general wage adjustment for eligible employees, subject to the December 31, 2000, pay range maximum.

A lump sum payment for the balance of the 1.0% is provided for employees limited by the pay range maximum.

FISCAL YEAR	ALL FUNDS WITHOUT FRINGE	ALL FUNDS WITH FRINGE	GPR WITH FRINGE	OTHER FUNDS WITH FRINGE
1999-2000:				
1st Year Cost	\$589,170	\$723,501	\$332,304	\$391,197
1st Year Cost in 2nd Year	\$589,170	\$723,501	\$332,304	\$391,197
2nd Year Cost	\$1,766,295	\$2,169,011	\$996,227	\$1,172,784
Biennial Total	\$2,944,635	\$3,616,013	\$1,660,835	\$1,955,178

State Engineering Association (14)

**B) Market Adjustments**

Fiscal Year 1999-2000: Effective with the contract, a three-fourths (3/4) of one within range pay step increase for eligible non entry level employees, subject to the 1999-2000 pay range maximum. A lump sum for the balance of the three-fourths (3/4) of one within range pay step is provided for employees limited by the pay range maximum.

Fiscal Year 2000-2001

Effective October 8, 2000, a market pay stratification, limited by the October 8, 2000, pay range maximum, for non entry level employees:

One (1.0) within range pay step for employees whose adjusted anniversary date falls in 1992 or earlier;

One-half (1/2) of one within range pay step for employees whose adjusted anniversary date falls in 1993, 1994, or 1995.

A lump sum payment for the balance of the applicable within range pay step adjustment is provided for employees limited by the pay range maximum.

Effective January 28, 2001, a market pay stratification for non entry level employees:

One (1.0) within range pay step for employees whose adjusted anniversary date falls in 1992 or earlier;

One-half (1/2) of one within range pay step for employees whose adjusted anniversary date falls in 1993, 1994, or 1995.

One-fourth (1/4) of one within range pay step for employees whose adjusted anniversary date falls in 1996 or more recently.

A lump sum payment for the balance of the applicable within range pay step adjustment is provided for employees limited by the pay range maximum.

FISCAL YEAR	ALL FUNDS WITHOUT FRINGE	ALL FUNDS WITH FRINGE	GPR WITH FRINGE	OTHER FUNDS WITH FRINGE
1999-2000:	1st Year Cost \$1,061,129	\$1,303,067	\$598,499	\$704,568
	1st Year Cost in 2nd Year \$1,054,694	\$1,295,165	\$594,869	\$700,296
2000-2001	2nd Year Cost \$1,486,836	\$1,825,835	\$838,606	\$987,229
Biennial Total	\$3,602,659	\$4,424,067	\$2,031,974	\$2,392,093

State Engineering Association (14)

C) Internal Equity Adjustment: Effective with the contract, a one (1) within range pay step increase, subject to the 1999-2000 pay range maximum, is provided for employees classified as Civil Engineer - Transportation - Advanced who received reclassification rather than promotion to the Advanced level. A lump sum is provided for the amount of the within range pay step multiplied by the lesser of a) the hours in pay status since October 11, 1997, or b) the hours in pay status since the date of the employee's reclassification to the Advanced level.

FISCAL YEAR	ALL FUNDS WITHOUT FRINGE	ALL FUNDS WITH FRINGE	GPR WITH FRINGE	OTHER FUNDS WITH FRINGE
1999-2000:	1st Year Cost \$204,185	\$250,740	\$115,165	\$135,575
	1st Year Cost in 2nd Year \$76,943	\$94,487	\$43,398	\$51,089
2000-2001	2nd Year Cost \$0	\$0	\$0	\$0
Biennial Total	\$281,128	\$345,227	\$158,563	\$186,664

D) Effective with the contract, the night pay differential is increased from \$0.30/hour to \$0.75/hour, and the weekend pay differential is increased from \$0.50/hour to \$1.25/hour.

FISCAL YEAR	ALL FUNDS WITHOUT FRINGE	ALL FUNDS WITH FRINGE	GPR WITH FRINGE	OTHER FUNDS WITH FRINGE
1999-2000:	1st Year Cost \$1,462	\$1,796	\$825	\$971
	1st Year Cost in 2nd Year \$23,000	\$28,244	\$12,972	\$15,272
2000-2001	2nd Year Cost \$0	\$0	\$0	\$0
Biennial Total	\$24,462	\$30,040	\$13,797	\$16,243

State Engineering Association (14)

E) Effective with the contract, the Add-on for an employee's certification as a Professional Engineer or Professional Architect is increased from \$0.30/hour to \$0.50/hour.

FISCAL YEAR	ALL FUNDS WITHOUT FRINGE	ALL FUNDS WITH FRINGE	GPR WITH FRINGE	OTHER FUNDS WITH FRINGE
1999-2000:				
1st Year Cost	\$12,849	\$15,779	\$7,247	\$8,532
1st Year Cost in 2nd Year	\$167,040	\$205,126	\$94,214	\$110,912
2nd Year Cost	\$0	\$0	\$0	\$0
Biennial Total	\$179,889	\$220,905	\$101,462	\$119,443

2) LENGTH OF SERVICE PAYMENT:

On June 30, 2000 and June 30, 2001, employees shall receive a length of service payment, prorated by FTE, based on the following schedule: 5-9 years = \$50, 10-14 years = \$100, 15-19 years = \$150, 20-24 years = \$200, 25 or more years = \$250.

FISCAL YEAR	ALL FUNDS WITHOUT FRINGE	ALL FUNDS WITH FRINGE	GPR WITH FRINGE	OTHER FUNDS WITH FRINGE
1999-2000:				
1st Year Cost	\$143,318	\$175,995	\$80,835	\$95,160
1st Year Cost in 2nd Year	\$0	\$0	\$0	\$0
2nd Year Cost	\$151,290	\$185,785	\$85,331	\$100,454
Biennial Total	\$294,608	\$361,780	\$166,166	\$195,614