

FISCAL ESTIMATE  
DOA-2048 N(R10/94)

- ORIGINAL
- CORRECTED
- UPDATED
- SUPPLEMENTAL

LRB or Bill No/Adm. Rule No. **AB 545**  
**LRB-3456/3**

Amendment No. If Applicable

Subject  
**Leave for state employees to serve as organ donors**

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  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 requires state agencies to grant a 30-day paid leave of absence to an employe in order for the employe to donate an organ and/or a 5-day leave of absence to donate bone marrow. We have no data on the number of employes who may take this leave, or the number of hours that would actually be used.

The fiscal impact of additional leaves for employes can be expressed in two ways:

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.

2. Secondly, and in addition, when an employe is on leave, a state agency may incur increased costs if it must pay overtime or utilize replacement staff to perform the work of the absent employe. This cost can be calculated only if data is available regarding the number of employes taking leave, the duration of the leave and the job functions and pay level of the employes on leave.

This data cannot be predicted for the leaves permissible under this bill. Therefore, it is impossible to determine the fiscal impact on the state under either of the above cost methodologies. However, for illustration purposes only, the average hourly wage of state employes, classified and unclassified is \$17.256. Thus, each paid leave of absence has a potential average cost (under method #1) of approximately \$138 per day, plus any overtime or staff replacement costs as described under method # 2.

Long-Range Fiscal Implications

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Date

9/21/99