

## Fiscal Estimate - 2001 Session

Original     
  Updated     
  Corrected     
  Supplemental

<b>LRB Number</b> <b>01-2335/2</b>	<b>Introduction Number</b> <b>AB-457</b>	
<b>Subject</b> Mandatory overtime for health care workers		
<b>Fiscal Effect</b>		
<b>State:</b> <input type="checkbox"/> No State Fiscal Effect <input checked="" type="checkbox"/> Indeterminate <input type="checkbox"/> Increase Existing Appropriations <input type="checkbox"/> Increase Existing Revenues <input type="checkbox"/> Increase Costs - May be possible to absorb within agency's budget <input type="checkbox"/> Decrease Existing Appropriations <input type="checkbox"/> Decrease Existing Revenues <input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Create New Appropriations <input type="checkbox"/> Decrease Costs		
<b>Local:</b> <input type="checkbox"/> No Local Government Costs <input type="checkbox"/> Indeterminate 1. <input type="checkbox"/> Increase Costs                 3. <input type="checkbox"/> Increase Revenue <input type="checkbox"/> Permissive <input type="checkbox"/> Mandatory <input type="checkbox"/> Permissive <input type="checkbox"/> Mandatory                  2. <input type="checkbox"/> Decrease Costs                 4. <input type="checkbox"/> Decrease Revenue <input type="checkbox"/> Permissive <input type="checkbox"/> Mandatory <input type="checkbox"/> Permissive <input type="checkbox"/> Mandatory		
<b>5. Types of Local Government Units Affected</b> <input type="checkbox"/> Towns <input type="checkbox"/> Village <input type="checkbox"/> Cities <input type="checkbox"/> Counties <input type="checkbox"/> Others <input type="checkbox"/> School Districts <input type="checkbox"/> WTCS Districts		
<b>Fund Sources Affected</b> <b>Affected Ch. 20 Appropriations</b> <input type="checkbox"/> GPR <input type="checkbox"/> FED <input type="checkbox"/> PRO <input type="checkbox"/> PRS <input type="checkbox"/> SEG <input type="checkbox"/> SEGS		
<b>Agency/Prepared By</b> DER/ Elizabeth Reinwald (608) 266-5316	<b>Authorized Signature</b> Elizabeth Reinwald (608) 266-5316	<b>Date</b> 7/24/01

## Fiscal Estimate Narratives

DER 7/25/01

LRB Number <b>01-2335/2</b>	Introduction Number <b>AB-457</b>	Estimate Type <b>Original</b>
<b>Subject</b> Mandatory overtime for health care workers		

### Assumptions Used in Arriving at Fiscal Estimate

SB 211 prohibits mandating overtime by primary patient health care workers except in unforeseen emergencies and after all other options have been exhausted. The bill does not define unforeseeable emergency to indicate whether, for example, it would include difficult travel conditions such as inclement weather or only health emergencies such as natural disaster or epidemic. The bill also does not specify what other options must first be exhausted before overtime may be mandated. Differing interpretations of these situations would have varied effects on costs. The Department of Employment Relations cannot predict how various state agencies will comply with this regulation so the potential costs are indeterminate.

Potential costs are:

\* Agencies may need to recruit additional staff to be available for patient care in emergencies or to cover during other circumstances when overtime is currently mandated. The availability of skilled workers will vary for each facility. Increased demand from a limited pool of candidates could cause an increase in wages and benefit costs needed to attract and retain qualified candidates.

\* Agencies may need to increase contracting for services by the following occupational groups - nurse clinician, licensed practical nurse, certified nurse assistant. Again, each facility will experience different compensation costs due to the availability of providers with qualified staff.

### Long-Range Fiscal Implications