

Fiscal Estimate Narratives

PERS 9/25/01

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

Assumptions Used in Arriving at Fiscal Estimate

The bill provides that health care workers employed by health care facilities operated by the State of Wisconsin could file complaints of mandatory overtime retaliation with the Personnel Commission.

The Personnel Commission currently receives approximately 210 complaints of discrimination/retaliation annually. The Commission anticipates it will receive 20 complaints per year under the provisions of the bill.

The Commission's investigators cannot assume additional caseload without substantially increasing the existing investigative backlog (approximately 205 cases) and the average time necessary to complete the investigative process. Therefore, the Commission assumes a half-time Equal Rights Officer-Senior position will be required in order for the Commission to fulfill its investigative responsibilities under the bill. A half-time Equal Rights Officer-Senior position represents an annualized cost to the Commission of \$22,500 in salary and fringe benefits. A half-time position would also require approximately \$3,000 per year for supplies and services.

Some additional cases will also reach the administrative hearing stage. The Commission assumes that no additional staff positions will be required to perform the hearing function. The Commission also assumes that existing staff would prepare any appropriate changes to the Commission's administrative rules.

Any forfeiture paid by a state agency to the state under proposed sub. 146.999(5) of the bill would be offsetting.

This fiscal estimate does not reflect any costs to a state agency associated with remedies the Commission might impose under proposed par. 146.999(4)(b), if the agency was found to have violated the bill's prohibition.

Long-Range Fiscal Implications

The Commission expects that the level of complaints generated by the bill would continue indefinitely.

Fiscal Estimate Worksheet - 2001 Session

Detailed Estimate of Annual Fiscal Effect

Original
 Updated
 Corrected
 Supplemental

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Subject			
Mandatory overtime for health care workers			
I. One-time Costs or Revenue Impacts for State and/or Local Government (do not include in annualized fiscal effect):			
None			
II. Annualized Costs:		Annualized Fiscal Impact on funds from:	
		Increased Costs	Decreased Costs
A. State Costs by Category			
State Operations - Salaries and Fringes		\$25,500	
(FTE Position Changes)		(0.5 FTE)	
State Operations - Other Costs			
Local Assistance			
Aids to Individuals or Organizations			
TOTAL State Costs by Category		\$25,500	\$
B. State Costs by Source of Funds			
GPR		25,500	
FED			
PRO/PRS			
SEG/SEG-S			
III. State Revenues - Complete this only when proposal will increase or decrease state revenues (e.g., tax increase, decrease in license fee, ets.)			
		Increased Rev	Decreased Rev
GPR Taxes		\$	\$
GPR Earned			
FED			
PRO/PRS			
SEG/SEG-S			
TOTAL State Revenues		\$	\$
NET ANNUALIZED FISCAL IMPACT			
		<u>State</u>	<u>Local</u>
NET CHANGE IN COSTS		\$25,500	\$
NET CHANGE IN REVENUE		\$	\$
Agency/Prepared By		Authorized Signature	Date
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