

Fiscal Estimate Narratives

DER 12/20/01

LRB Number	01-4286/1	Introduction Number	SB-353	Estimate Type	Original
Subject					
Veterans' Day as state government holiday					

Assumptions Used in Arriving at Fiscal Estimate

SB 353 provides that November 11 is a day when the offices of the agencies of state government are closed to celebrate Veterans Day.

The bill also increases the number of paid holidays for state employees not represented by a collective bargaining agreement from 9 to 10.

There are two types of fiscal impact from a state holiday that closes state offices:

1. There is the "cost" to the state of providing leave with pay to employees for time during which no work is required to be performed. However, this would not be a direct or increased cost to the state. The payroll for one day for non-represented employees (including UW unclassified staff, but excluding elected officials) is \$4.7 million, salaries and fringe benefits, of which \$2.7 million, or 46%, consists of GPR funds.

[This figure does not include the cost of the paid holiday if it is included in new collective bargaining agreements with represented employees. If November 11 were to be included as a paid legal holiday in all collective bargaining agreements, the "cost" under this methodology for represented employees, would be \$4.07 million, salaries and fringe benefits (of which \$2.30 million is GPR) for employees represented by a union contract in addition to the \$4.7 million for non-represented employees.]

2. There is an additional cost to a paid state holiday. If an employee is required to work on a paid holiday (e.g., in a correctional or health care institution, or in law enforcement), a state agency is required to grant compensatory time off or overtime at the rate of time and one-half. In addition, the employee receives the holiday off at a later date. Currently DER does not have data on the number or pay rates of employees who are required to work on holidays; therefore, we can not at this time estimate the out-of-pocket costs to the state for employees required to work the holiday.

Long-Range Fiscal Implications