

Fiscal Estimate - 2001 Session

Original Updated Corrected Supplemental

LRB Number 01-3346/1 **Introduction Number** SB-211

Subject

Mandatory overtime for health care workers

Fiscal Effect

State:

- No State Fiscal Effect
- Indeterminate
 - Increase Existing Appropriations
 - Decrease Existing Appropriations
 - Create New Appropriations
- 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
- Indeterminate
- 1. Increase Costs
 - Permissive Mandatory
- 2. Decrease Costs
 - Permissive Mandatory
- 3. Increase Revenue
 - Permissive Mandatory
- 4. Decrease Revenue
 - Permissive Mandatory
- 5. Types of Local Government Units Affected
 - Towns Village Cities
 - Counties Others
 - School Districts WTCS Districts

Fund Sources Affected

Affected Ch. 20 Appropriations

GPR FED PRO PRS SEG SEGS 20.445 (1)(a)

Agency/Prepared By

Authorized Signature

Date

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07/09/2001

Fiscal Estimate Narratives

DWD 07/09/2001

LRB Number 01-3346/1	Introduction Number SB-211	Estimate Type Original
Subject Mandatory overtime for health care workers		

Assumptions Used in Arriving at Fiscal Estimate

The department anticipates it will receive 50 complaints per year alleging healthcare personnel have been retaliated against for refusing to work mandatory overtime.

An Equal Rights Officer-Senior normally investigates discrimination cases like the retaliation complaints that would be filed under this bill. An officer has the capacity to investigate about eleven such cases a month. The department anticipates it will need an additional 1/2 Equal Rights Officer-Senior position to investigate complaints each year and to answer inquiries concerning this bill.

An Equal Rights Officer-Senior represents an annualized cost to the department of \$59,400 in salary, fringe benefits and supplies and services.

Approximately ten of the 50 complaints filed will require the department to hold a hearing on the complaint. A department administrative law judge would hold each hearing. The judge's salary represents the majority of the cost in holding the hearings. Since one administrative law judge can hold 11 hearings per month, the department believes it can absorb the cost of holding these hearings at the present time. A significant increase in hearings, beyond our current estimate, as a result of this legislation will require the department to seek additional funding.

The department will incur one-time costs of \$1,500 to develop, print and distribute posters this bill would require healthcare institutions to post.

The department assumes the cost of local governments hiring additional healthcare staff to staff their facilities to avoid mandatory overtime will be no more expensive than paying staff overtime premium pay to work overtime hours currently.

Long-Range Fiscal Implications

The department anticipates the level of complaints received will continue into the foreseeable future. The question of what constitutes "unforeseeable emergencies" will continue to lead to employee-employer disputes that will result in complaints filed with the department. Additional funding may be required if there is a significant increase in the number of hearings before an administrative law judge as a result of this legislation.

Fiscal Estimate Worksheet - 2001 Session

Detailed Estimate of Annual Fiscal Effect

Original
 Updated
 Corrected
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Subject			
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I. One-time Costs or Revenue Impacts for State and/or Local Government (do not include in annualized fiscal effect):			
The department anticipates it would provide a mass mailing to health care businesses to advise them of the new law. This mailing will cost about \$1,500. The department also anticipates the cost of setting up a new Equal Rights Officer position with office equipment at \$6,500.			
II. Annualized Costs:		Annualized Fiscal Impact on funds from:	
		Increased Costs	Decreased Costs
A. State Costs by Category			
State Operations - Salaries and Fringes		\$29,700	
(FTE Position Changes)		(0.5 FTE)	
State Operations - Other Costs			
Local Assistance			
Aids to Individuals or Organizations			
TOTAL State Costs by Category		\$29,700	\$
B. State Costs by Source of Funds			
GPR		29,700	
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		\$29,700	\$
NET CHANGE IN REVENUE		\$	\$
Agency/Prepared By		Authorized Signature	Date
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