

### Fiscal Estimate - 2003 Session

Original       Updated       Corrected       Supplemental

<b>LRB Number</b> <b>03-1057/1</b>		<b>Introduction Number</b> <b>SB-50</b>	
<b>Subject</b> Allowing veterans to receive a paid leave of absence from work on Veterans Day			
<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"/> Decrease Existing Appropriations		<input type="checkbox"/> Decrease Existing Revenues	
<input type="checkbox"/> Create New Appropriations		<input type="checkbox"/> Increase Costs - May be possible to absorb within agency's budget <input type="checkbox"/> Yes <input type="checkbox"/> No	
		<input type="checkbox"/> Decrease Costs	
<b>Local:</b>			
<input type="checkbox"/> No Local Government Costs			
<input checked="" 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	
5. Types of Local Government Units Affected			
<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>		<b>Authorized Signature</b>	<b>Date</b>
DER/ Elizabeth Reinwald (608) 266-5316		Elizabeth Reinwald (608) 266-5316	3/7/2003

## Fiscal Estimate Narratives

DER 3/7/2003

LRB Number	<b>03-1057/1</b>	Introduction Number	<b>SB-50</b>	Estimate Type	<b>Original</b>
<b>Subject</b>					
Allowing veterans to receive a paid leave of absence from work on Veterans Day					

### Assumptions Used in Arriving at Fiscal Estimate

SB 50 would require every employer to grant a leave of absence to employees who are veterans for the entire work day on November 11, or the Monday following November 11 if November 11 falls on a Saturday or Sunday.

As of June 30, 2002 there were 6,839 current state employees who are veterans, 5,218 are classified employees, 884 are unclassified employees--including UW faculty and academic staff, 703 are limited term employees (LTE's). The rest of the state employees who are veterans are project or seasonal employees. Assuming the usual work day is 8 hours, the average salary for an 8-hour work day for classified state employees for fiscal year 2003 is \$156. The average 8-hour daily salary for unclassified employees is \$215.

DER does not have hourly average salary data for LTE's. LTE's are not eligible for other types of paid leave.

The bill provides that represented employees are not eligible for the November 11 leave unless the leave is bargained in the contract covering those employees. The situation might arise where represented employees were required to work but the supervisor of those employees or other staff whose tasks are integral take the leave. An agency might incur compensatory or overtime costs in these circumstances.

The fiscal impact of additional leave for employees can be expressed in two ways:

1. The value of the employees' work time while they are on leave is not an out-of-pocket cost to the state as the employees would also be paid if they were at work. Rather it is a value for time during which no work is required to be performed. This would not be a direct or increased cost to the state. If all classified veterans worked an 8-hour work day and earned the average, the total value for all 5,218 classified state employee veterans is \$814,425.

2. Secondly, and in addition, when an employee is on leave, a state agency may incur increased costs if it must pay overtime or use replacement staff to perform the work of the absent employee. This cost can be calculated only if data is available regarding the job functions and pay level of the employees on leave. DER does not have that data by veteran status.

### Long-Range Fiscal Implications