

Fiscal Estimate - 2003 Session

Original
 Updated
 Corrected
 Supplemental

LRB Number 03-1210/1	Introduction Number SB-145				
Subject Professional science collective bargaining agreement					
Fiscal Effect State: <input type="checkbox"/> No State Fiscal Effect <input type="checkbox"/> Indeterminate <input type="checkbox"/> Increase Existing Appropriations <input type="checkbox"/> Increase Existing Revenues <input checked="" 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 checked="" type="checkbox"/> No <input type="checkbox"/> Create New Appropriations <input type="checkbox"/> Decrease Costs					
Local: <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					
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="text" value="0"/> <input type="checkbox"/> School Districts <input type="checkbox"/> WTCS Districts					
<table style="width: 100%; border: none;"> <tr> <td style="width: 60%;">Fund Sources Affected</td> <td style="width: 40%;">Affected Ch. 20 Appropriations</td> </tr> <tr> <td> <input checked="" type="checkbox"/> GPR <input checked="" type="checkbox"/> FED <input checked="" type="checkbox"/> PRO <input checked="" type="checkbox"/> PRS <input checked="" type="checkbox"/> SEG <input checked="" type="checkbox"/> SEGS </td> <td>20.865 (1)</td> </tr> </table>		Fund Sources Affected	Affected Ch. 20 Appropriations	<input checked="" type="checkbox"/> GPR <input checked="" type="checkbox"/> FED <input checked="" type="checkbox"/> PRO <input checked="" type="checkbox"/> PRS <input checked="" type="checkbox"/> SEG <input checked="" type="checkbox"/> SEGS	20.865 (1)
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Agency/Prepared By DER/ John Vincent (608) 266-1729	Authorized Signature Elizabeth Reinwald (608) 266-0746	Date 1/30/2003			

Fiscal Estimate Narratives

DER 5/5/2003

LRB Number 03-1210/1	Introduction Number SB-145	Estimate Type Original
Subject Professional science collective bargaining agreement		

Assumptions Used in Arriving at Fiscal Estimate

The FISCAL ESTIMATE WORKSHEET reflects the cost of the adjustments from the respective effective date of the adjustments to the end of the 2001-2003 biennium. The annualized fiscal impact of these adjustments for 2003-2005 is provided below.

Paid Annual Leave of Absence: Provides accelerated vacation schedule for FLSA Exempt employees. For this reason, these employees, along with employees in a classification series that, through the reclassification process, will attain FLSA Exempt status, are not eligible for the 1.0% GWA the first fiscal year. There is no out of pocket costs when the covered employees use the additional vacation but there is a "cost" in that salary will be paid for hours not worked. The average hourly wage of the covered employees is \$21.178 and the average number of additional leave hours for which they are eligible is 40.

In addition, the FLSA Exempt employees with at least 16 years of seniority, may at their option, elect to receive up to forty (40) hours in cash during the year earned. There are 501 FTE employees in the covered group with this seniority as of January 1, 2003. These employees are also eligible to put up to 40 hours of leave each year into a termination/sabbatical accumulation. Termination/sabbatical leave may be keep employees on payroll after actual retirement or be cashed out at retirement or other termination. "

Long-Range Fiscal Implications

2003-2005 per year fiscal impact:
\$3,392,518 State Operations - Salaries and Fringes
\$1,558,183 GPR State Cost

SUBJECT: WAGE INCREASES IN 2001-2003 CONTRACT AGREEMENT
Wisconsin Science Professionals (15)

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<u>SUMMARY TOTALS</u>		ALL FUNDS WITHOUT FRINGE	ALL FUNDS WITH FRINGE	GPR WITH FRINGE	OTHER FUNDS WITH FRINGE
FISCAL YEAR					
	Total FTE:				
	Base Payroll:				
		1,272.46			
		\$55,278,332			
2001-2002					
	1st Year Cost	\$41,155	\$49,881	\$22,910	\$26,971
	1st Year Cost in 2nd Year	\$12,597	\$15,268	\$7,013	\$8,255
	2nd Year Cost	\$1,583,398	\$1,919,081	\$881,434	\$1,037,647
2002-2003					
Biennial Total		<u>\$1,637,150</u>	<u>\$1,984,230</u>	<u>\$911,357</u>	<u>\$1,072,873</u>

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Note: Due to the delay in the implementation of the 2001-2003 Agreement, a lump sum is paid for all hours in pay status from the effective date(s) stated in the description of the pay adjustment, noted below, through the effective date of the Agreement.

1) FISCAL YEAR INCREASES:

- A) **FY02:** Effective July 1, 2001, 1.0% general wage adjustment (GWA), effective the first pay period following the Agreement effective date, limited to the 01-02 pay range maximum, for employees in positions that are both FLSA-nonexempt and not expected to ever become FLSA-nonexempt within the same classification series. The amount of the 1.0% GWA not received due to limitation by the pay range maximum is paid as an annualized lump sum, prorated by FTE.
- FY03:** Effective June 30, 2002, 2.0% GWA for eligible employees, limited to the new pay range maximum. The amount of the 2% GWA not received due to limitation by the pay range maximum is paid as a lump sum, based on 2088 hours, and prorated by FTE.
- FY03:** Effective April 20, 2003, a 2.5% GWA limited to the new pay range maximum. The amount of the 2.5% GWA not received due to limitation by the pay range maximum is paid as a lump sum, based on 480 hours, and prorated by FTE.

FISCAL YEAR	ALL FUNDS WITHOUT FRINGE	ALL FUNDS WITH FRINGE	GPR WITH FRINGE	OTHER FUNDS WITH FRINGE
2001-2002	1st Year Cost \$12,597 1st Year Cost in 2nd Year \$12,597	\$15,268 \$15,268	\$7,013 \$7,013	\$8,255 \$8,255
2002-2003	2nd Year Cost \$1,434,393	\$1,738,485	\$798,486	\$939,999
Biennial Total	\$1,459,587	\$1,769,021	\$812,511	\$956,510

B) **FY02:** \$225 lump sum payment, prorated by FTE, for all FLSA-exempt employees with 25 or more years of seniority as of July 1, 2001.

FISCAL YEAR	ALL FUNDS WITHOUT FRINGE	ALL FUNDS WITH FRINGE	GPR WITH FRINGE	OTHER FUNDS WITH FRINGE
2001-2002	1st Year Cost \$28,558 1st Year Cost in 2nd Year \$0	\$34,613 \$0	\$15,898 \$0	\$18,715 \$0
2002-2003	2nd Year Cost \$0	\$0	\$0	\$0
Biennial Total	\$28,558	\$34,613	\$15,898	\$18,715

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C) FY03: Effective June 30, 2002, reassignment of classifications to new broadband pay ranges. Pay is increased to the new broadband pay range minimum as necessary.

FISCAL YEAR	ALL FUNDS WITHOUT FRINGE	ALL FUNDS WITH FRINGE	GPR WITH FRINGE	OTHER FUNDS WITH FRINGE
2001-2002	1st Year Cost \$0 1st Year Cost \$0 in 2nd Year	\$0 \$0	\$0 \$0	\$0 \$0
2002-2003	2nd Year Cost \$37,967	\$46,017	\$21,136	\$24,881
Biennial Total	\$37,967	\$46,017	\$21,136	\$24,881

D) FY03: Effective December 29, 2002, employees in a Veterinarian classification receive a base pay increase of \$5.00/hour, except Gaming Veterinarians receive an increase of \$3.00/hour, subject to the pay range maximum.

FISCAL YEAR	ALL FUNDS WITHOUT FRINGE	ALL FUNDS WITH FRINGE	GPR WITH FRINGE	OTHER FUNDS WITH FRINGE
2001-2002	1st Year Cost \$0 1st Year Cost \$0 in 2nd Year	\$0 \$0	\$0 \$0	\$0 \$0
2002-2003	2nd Year Cost \$107,906	\$130,783	\$60,069	\$70,714
Biennial Total	\$107,906	\$130,783	\$60,069	\$70,714

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E)

FY03: Effective December 29, 2002, employees in the Metrologist classification receive a base pay increase of \$1.50/hour, subject to the pay range maximum.

<u>FISCAL YEAR</u>	<u>ALL FUNDS WITHOUT FRINGE</u>	<u>ALL FUNDS WITH FRINGE</u>	<u>GPR WITH FRINGE</u>	<u>OTHER FUNDS WITH FRINGE</u>
2001-2002	1st Year Cost \$0 1st Year Cost \$0 in 2nd Year	\$0 \$0	\$0 \$0	\$0 \$0
2002-2003	2nd Year Cost \$3,132	\$3,796	\$1,744	\$2,052
Biennial Total	\$3,132	\$3,796	\$1,744	\$2,052

F) Paid Annual Leave of Absence: Provides accelerated vacation schedule for FLSA Exempt employees. For this reason, these employees, along with employees in a classification series that, through the reclassification process, will attain FLSA Exempt status, are not eligible for the 1.0% GWA the first fiscal year. There is no out of pocket costs when the covered employees use the additional vacation but there is a "cost" in that salary will be paid for hours not worked. The average hourly wage of the covered employees is \$21.178 and the average number of additional leave hours for which they are eligible is 40.

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2) LENGTH OF SERVICE PAYMENT:

On June 30, 2002 and June 30, 2003, employees receive a length of service payment, prorated by FTE, based on the following seniority schedule: 5-9 years = \$50, 10-14 years = \$100, 15-19 years = \$150, 20-24 years = \$200, 25 or more years = \$250.

<u>FISCAL YEAR</u>	<u>ALL FUNDS WITHOUT FRINGE</u>	<u>ALL FUNDS WITH FRINGE</u>	<u>GPR WITH FRINGE</u>	<u>OTHER FUNDS WITH FRINGE</u>
2001-2002	1st Year Cost \$0 1st Year Cost \$0 in 2nd Year	\$0 \$0	\$0 \$0	\$0 \$0
2002-2003	2nd Year Cost \$0	\$0	\$0	\$0
Biennial Total	\$0	\$0	\$0	\$0

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The following are classification expenses to be funded from agency budgets:

<u>Effective Date</u>	<u>Classification/Change</u>
7/1/01 - 6/30/03	Entry-level semi-automatic pay progression adjustments
06/30/2002	FY 2001-2002 Length of Service Payment
06/30/2003	FY 2002-2003 Length of Service Payment

Fiscal Estimate Worksheet - 2003 Session

Detailed Estimate of Annual Fiscal Effect

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LRB Number 03-1210/1		Introduction Number SB-145	
Subject			
Professional science collective bargaining agreement			
I. One-time Costs or Revenue Impacts for State and/or Local Government (do not include in annualized fiscal effect):			
II. Annualized Costs:		Annualized Fiscal Impact on funds from:	
		Increased Costs	Decreased Costs
A. State Costs by Category			
State Operations - Salaries and Fringes	\$1,984,230		
(FTE Position Changes)			
State Operations - Other Costs			
Local Assistance			
Aids to Individuals or Organizations			
TOTAL State Costs by Category	\$1,984,230		\$
B. State Costs by Source of Funds			
GPR	911,357		
FED			
PRO/PRS	1,072,873		
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, etc.)			
	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	\$1,984,230		\$
NET CHANGE IN REVENUE	\$		\$
Agency/Prepared By		Authorized Signature	Date
DER/ John Vincent (608) 266-1729		Elizabeth Reinwald (608) 266-0746	1/30/2003