



## Fiscal Estimate Narratives

DWD 2/26/2004

LRB Number	03-2683/1	Introduction Number	AB-878	Estimate Type	Original
<b>Subject</b>					
Leave of absence to attend Veteran's Day memorial services					

### Assumptions Used in Arriving at Fiscal Estimate

This bill requires every public and private employer to grant veterans an unpaid leave on November 11 and prohibits retaliation for enforcing a right under this section. Complaints are processed in the same manner as under the Fair Employment Law s. 111.39.

The cost to this department in terms of an expected increase in case load will be minimal, since that increase is expected to be less than ten cases per year. The cost associated with this modest increase in case load could be absorbed within the agency's current budget authority. A one-time cost of approximately \$1,500.00 is estimated for the reprinting of informational materials.

#### Local Costs:

It appears local government costs will be incurred. According to the 2002 Public Employment Data for Local Governments - Wisconsin, there were 276,045 employees in local government. (About half of these employees are employed by local public school districts.) Approximately 10% of all local government employees are veterans (27,604 persons). Although the leave is unpaid, in some instances, local government employers would have costs to hire back-up staff e.g. substitute teachers. In addition, the proposal allows substitution of paid leave. While it is not possible to quantify the costs, it is clear that local governments would have some costs.

### Long-Range Fiscal Implications

No long range fiscal implications for the department, in terms of case load.

## Fiscal Estimate Worksheet - 2003 Session

Detailed Estimate of Annual Fiscal Effect

Original     
  Updated     
  Corrected     
  Supplemental

<b>LRB Number</b> 03-2683/1		<b>Introduction Number</b> AB-878	
<b>Subject</b>			
Leave of absence to attend Veteran's Day memorial services			
<b>I. One-time Costs or Revenue Impacts for State and/or Local Government (do not include in annualized fiscal effect):</b>			
A one-time cost of approximately \$1,500.00 is estimated for the reprinting of informational materials.			
<b>II. Annualized Costs:</b>		<b>Annualized Fiscal Impact on funds from:</b>	
		Increased Costs	Decreased Costs
<b>A. State Costs by Category</b>			
State Operations - Salaries and Fringes	\$0		0
(FTE Position Changes)	(0.0 FTE)		(0.0 FTE)
State Operations - Other Costs	0		0
Local Assistance	0		0
Aids to Individuals or Organizations	0		0
<b>TOTAL State Costs by Category</b>	<b>\$0</b>		<b>\$0</b>
<b>B. State Costs by Source of Funds</b>			
GPR	0		0
FED	0		0
PRO/PRS	0		0
SEG/SEG-S			
<b>III. State Revenues - Complete this only when proposal will increase or decrease state revenues (e.g., tax increase, decrease in license fee, etc.)</b>			
	Increased Rev		Decreased Rev
GPR Taxes	\$0		\$0
GPR Earned	0		0
FED	0		0
PRO/PRS	0		0
SEG/SEG-S	0		0
<b>TOTAL State Revenues</b>	<b>\$0</b>		<b>\$0</b>
<b>NET ANNUALIZED FISCAL IMPACT</b>			
	State		Local
NET CHANGE IN COSTS	\$0		\$
NET CHANGE IN REVENUE	\$0		\$
<b>Agency/Prepared By</b>		<b>Authorized Signature</b>	
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		<b>Date</b>	
		2/26/2004	