



## Fiscal Estimate Narratives

OSER 4/13/2005

LRB Number	05-1079/1	Introduction Number	AB-283	Estimate Type	Original
<b>Subject</b>					
State employee optional holiday to observe the birthday of Cesar E. Chavez					

### Assumptions Used in Arriving at Fiscal Estimate

AB 283 requires state agencies to designate March 31 as an optional paid holiday for state employees that could be taken in lieu of another paid holiday.

This bill only applies to non-represented employees since legal holidays for represented employees are governed by collective bargaining agreements. This bill would permit non-represented state employees to take March 31 as a paid holiday in lieu of any other paid holiday specified in s. 230.35(4).

Under this bill, some non-represented employees might choose take paid holiday time on March 31 and work on another paid holiday. The bill specifies that employees exercising this option would not receive time and one half hourly premium pay for the holiday worked in lieu of the March 31 holiday. However, some supervisors may be required to work on the alternative holiday in order to supervise the employees choosing to work on a holiday in lieu of March 31; those supervisors would be eligible for credit of time and one-half. In this case, agencies may incur costs because they are required to grant compensatory time off or overtime at the rate of time and one-half to employees who work on a holiday. In addition, employees required to work the holiday would receive the holiday off at a later date. The Department does not have data to estimate these costs.

Some agencies will need to open their buildings and provide heat, light, security and other facility services on holidays on which state offices are normally closed, in order to allow employees to work these days in lieu of March 31. These agencies might incur additional costs or staff time in order to provide safe and secure worksites.

### Long-Range Fiscal Implications