



**Fiscal Estimate Narratives**  
**DWD 5/18/2007**

LRB Number <b>07-2195/2</b>	Introduction Number <b>SB-173</b>	Estimate Type <b>Original</b>
<b>Description</b> Family military leave		

**Assumptions Used in Arriving at Fiscal Estimate**

**State Costs for enforcing the law:**

This bill amends the Wisconsin Family and Medical Leave Act by requiring employers of between 15 and 50 employees to provide up to 15 working days of leave per year during a period of active service in the military of a family member and employers of 50 or more employees to provide up to 30 working days during a period of active service in the military of a family member. Over the past four years, the Equal Rights Division of the department received an average of 200 cases per year under the Family and Medical Leave Act. Passage of this bill may cause a small increase of about 10% in case load for the division but not significant enough to require increased staff, since an Equal Rights Officer is expected to complete 132 cases per year. Informational brochures on the law that are published by the Equal Rights Division will need to be reprinted at an estimated cost of \$2,000. This cost will be absorbed within the Equal Rights Division's budget.

**Local Costs:**

The costs to local government are difficult to estimate since it is not known how many employees will actually request family military leave and how many employees are already granted leave by their employers for these purposes. It appears local government costs will definitely be incurred, however. According to the 2000 Public Employment Data for Local Governments - Wisconsin, there were 281,400 full-time employees in local government. (About half of these employees are employed by local public school districts.) If we assume that 2% of all local government employees would request 10 days of leave at an average wage of \$15.00/hour, and that those employees work in positions requiring 100% coverage (e.g., schools, nursing homes, law enforcement etc.), local costs to provide the leave would be approximately \$6,753,600 per year for all local units of government in the state.

**Long-Range Fiscal Implications**

This bill does not have long range fiscal implications for the department.

## Fiscal Estimate Worksheet - 2007 Session

Detailed Estimate of Annual Fiscal Effect

Original     
  Updated     
  Corrected     
  Supplemental

<b>LRB Number</b> 07-2195/2		<b>Introduction Number</b> SB-173	
<b>Description</b> Family military leave			
<b>I. One-time Costs or Revenue Impacts for State and/or Local Government (do not include in annualized fiscal effect):</b>			
Informational brochures on the law that are published by the Equal Rights Division will need to be reprinted at an estimated cost of \$2,000.			
<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			
<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			
<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>	<b>Date</b>
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