

Fiscal Estimate Narratives

DWD 2/21/2008

LRB Number	07-1705/1	Introduction Number	SB-512	Estimate Type	Original
Description Mandatory overtime hours worked by health care workers employed by health care facilities and providing penalties					

Assumptions Used in Arriving at Fiscal Estimate

State Costs for enforcing the law:

The department anticipates receiving approximately 140 complaints per year alleging health care personnel have been retaliated against for refusing to work mandatory overtime. This number is based on the number of labor standards and health care worker retaliation cases received in State Fiscal Year 2007.

Retaliation complaints will be investigated by an Equal Rights Officer. Since a fully trained Equal Rights Officer is expected to investigate 144 complaints per year, at least one additional Equal Rights Officer will be needed in order to keep current with case loads, at an annual cost of \$68,100 in salary, fringes benefits and supplies/services.

Approximately one quarter of the 140 complaints will require the department to hold a hearing. A department administrative law judge who holds hearings has the capacity to complete approximately 132 cases each year. The department therefore believes it can absorb the increased workload at the hearing level.

The department will incur one-time costs of \$2,000 to develop, print and distribute posters this bill would require health care institutions to post.

Local Government costs:

Some local governments may have to hire additional staff at their health care facilities to avoid mandatory overtime, which may be more expensive than paying existing employees overtime premium pay, but the actual additional costs are unknown. In addition local governments will have expenses related to any cases that employees file regarding mandatory overtime disputes.

Long-Range Fiscal Implications

The department anticipates the 140 complaints per year will continue for the foreseeable future. The question of what constitutes "unforeseeable emergencies" will continue to lead to employee-employer disputes resulting in complaints.

Fiscal Estimate Worksheet - 2007 Session

Detailed Estimate of Annual Fiscal Effect

Original
 Updated
 Corrected
 Supplemental

LRB Number 07-1705/1	Introduction Number SB-512	
Description Mandatory overtime hours worked by health care workers employed by health care facilities and providing penalties		
I. One-time Costs or Revenue Impacts for State and/or Local Government (do not include in annualized fiscal effect): The department will incur one-time costs of \$2,000 to develop, print and distribute posters this bill would require health care institutions to post.		
II. Annualized Costs:	Annualized Fiscal Impact on funds from:	
	Increased Costs	Decreased Costs
A. State Costs by Category		
State Operations - Salaries and Fringes	\$55,900	\$
(FTE Position Changes)		
State Operations - Other Costs	12,200	
Local Assistance		
Aids to Individuals or Organizations		
TOTAL State Costs by Category	\$68,100	\$
B. State Costs by Source of Funds		
GPR	68,100	
FED		
PRO/PRS		
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	\$0	\$0
GPR Earned	0	0
FED	0	0
PRO/PRS	0	0
SEG/SEG-S	0	0
TOTAL State Revenues	\$0	\$0
NET ANNUALIZED FISCAL IMPACT		
	State	Local
NET CHANGE IN COSTS	\$68,100	\$
NET CHANGE IN REVENUE	\$0	\$
Agency/Prepared By		
Authorized Signature		Date
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		2/21/2008