

### Fiscal Estimate - 2009 Session

Original       Updated       Corrected       Supplemental

<b>LRB Number</b> <b>09-1340/1</b>		<b>Introduction Number</b> <b>AB-0132</b>	
<b>Description</b> A requirement that an employer grant an unpaid leave of absence to allow an employee to participate in an emergency service operation of the Civil Air Patrol and prohibiting discrimination in employment based on Civil Air Patrol membership			
<b>Fiscal Effect</b>			
<b>State:</b>			
<input type="checkbox"/> No State Fiscal Effect		<input type="checkbox"/> Increase Existing Revenues	
<input type="checkbox"/> Indeterminate		<input type="checkbox"/> Decrease Existing Revenues	
<input type="checkbox"/> Increase Existing Appropriations		<input checked="" type="checkbox"/> Increase Costs - May be possible to absorb within agency's budget	
<input type="checkbox"/> Decrease Existing Appropriations		<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	
<input type="checkbox"/> Create New Appropriations		<input type="checkbox"/> Decrease Costs	
<b>Local:</b>			
<input type="checkbox"/> No Local Government Costs		5.Types of Local Government Units Affected	
<input type="checkbox"/> Indeterminate		<input checked="" type="checkbox"/> Towns <input checked="" type="checkbox"/> Village <input checked="" type="checkbox"/> Cities	
1. <input checked="" type="checkbox"/> Increase Costs		3. <input type="checkbox"/> Increase Revenue	
<input type="checkbox"/> Permissive <input checked="" 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	
		<input checked="" type="checkbox"/> Counties <input type="checkbox"/> Others	
		<input checked="" type="checkbox"/> School Districts <input checked="" type="checkbox"/> WTCS Districts	
<b>Fund Sources Affected</b>		<b>Affected Ch. 20 Appropriations</b>	
<input checked="" type="checkbox"/> GPR <input type="checkbox"/> FED <input type="checkbox"/> PRO <input type="checkbox"/> PRS <input type="checkbox"/> SEG <input type="checkbox"/> SEGS 20.445(1)(a)			
<b>Agency/Prepared By</b>		<b>Authorized Signature</b>	
DWD/ Robert Anderson (608) 266-3345		Jessica Erickson (608) 266-2284	
		<b>Date</b>	
		3/13/2009	

## Fiscal Estimate Narratives

DWD 3/13/2009

LRB Number	<b>09-1340/1</b>	Introduction Number	<b>AB-0132</b>	Estimate Type	<b>Original</b>
<b>Description</b> A requirement that an employer grant an unpaid leave of absence to allow an employee to participate in an emergency service operation of the Civil Air Patrol and prohibiting discrimination in employment based on Civil Air Patrol membership					

### Assumptions Used in Arriving at Fiscal Estimate

This legislation would make it illegal for an employer to discriminate against a job applicant or employee on the basis of the person's membership in or participation in the Civil Air Patrol. Additionally for employers with eleven employees or more the employer in most instances would be required to allow an employee who is a Civil Air Patrol member time away from work to participate in search / rescue operations.

Given the fact the Civil Air Patrol has fewer than 1,100 members in Wisconsin the department anticipates passage of this legislation will annually generate no more than an average of one complaint per year alleging discrimination on this basis. An Equal Rights Officer - Senior has the capacity to investigate 132 complaints per year. The department therefore estimates it will need 1/100 of an Equal Rights Officer - Senior position to handle this increased workload. Currently with salary, fringe benefits and supplies/service costs an Equal Rights Officer - Senior costs the department \$78,036 per year. The department would also need to revise its informational brochures and publications to publicize this change in the law at a one-time cost of \$2,000. The Equal Rights Division can not absorb these increased costs.

### Local Costs:

The costs to local government for this legislation would arise when employees who are Civil Air Patrol members would need to leave work for a search or rescue mission and the employer would have to replace that worker for the missed time. If replacing the worker by assigning other workers additional work hours that resulted in overtime premium pay for those workers there would be additional costs to the employer. The department anticipates these additional costs would be minor. In 2008 the Civil Air Patrol participated in 19 search or rescue missions statewide. Typically these missions were of short duration [4-6 hours]and only involved 6-8 persons.

### Long-Range Fiscal Implications

None.

## Fiscal Estimate Worksheet - 2009 Session

Detailed Estimate of Annual Fiscal Effect

Original     
  Updated     
  Corrected     
  Supplemental

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<b>Description</b> A requirement that an employer grant an unpaid leave of absence to allow an employee to participate in an emergency service operation of the Civil Air Patrol and prohibiting discrimination in employment based on Civil Air Patrol membership			
<b>I. One-time Costs or Revenue Impacts for State and/or Local Government (do not include in annualized fiscal effect):</b>  The department anticipates one-time costs of \$2,000 to reprint brochures and publications concerning the Fair Employment Law to incorporate the changes included in this legislation.			
<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		\$588	\$
(FTE Position Changes)			
State Operations - Other Costs		191	
Local Assistance			
Aids to Individuals or Organizations			
<b>TOTAL State Costs by Category</b>		<b>\$779</b>	<b>\$</b>
<b>B. State Costs by Source of Funds</b>			
GPR		779	
FED			
PRO/PRS			
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		\$	\$
GPR Earned			
FED			
PRO/PRS			
SEG/SEG-S			
<b>TOTAL State Revenues</b>		<b>\$</b>	<b>\$</b>
<b>NET ANNUALIZED FISCAL IMPACT</b>			
		State	Local
NET CHANGE IN COSTS		\$779	\$
NET CHANGE IN REVENUE		\$	\$
<b>Agency/Prepared By</b>		<b>Authorized Signature</b>	<b>Date</b>
DWD/ Robert Anderson (608) 266-3345		Jessica Erickson (608) 266-2284	3/13/2009