

Fiscal Estimate - 2011 Session

Original
 Updated
 Corrected
 Supplemental

LRB Number 11-0678/2	Introduction Number SB-008
Description Conforming the state family and medical leave law to the federal family and medical leave law and granting rule-making authority	
Fiscal Effect	
State:	
<input type="checkbox"/> No State Fiscal Effect <input checked="" type="checkbox"/> Indeterminate	
<input type="checkbox"/> Increase Existing Appropriations <input type="checkbox"/> Decrease Existing Appropriations <input type="checkbox"/> Create New Appropriations	<input type="checkbox"/> Increase Existing Revenues <input type="checkbox"/> Decrease Existing Revenues <input type="checkbox"/> Increase Costs - May be possible to absorb within agency's budget <input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Decrease Costs
Local:	
<input type="checkbox"/> No Local Government Costs <input checked="" type="checkbox"/> Indeterminate	
1. <input type="checkbox"/> Increase Costs <input type="checkbox"/> Permissive <input type="checkbox"/> Mandatory 2. <input type="checkbox"/> Decrease Costs <input type="checkbox"/> Permissive <input type="checkbox"/> Mandatory	3. <input type="checkbox"/> Increase Revenue <input type="checkbox"/> Permissive <input type="checkbox"/> Mandatory 4. <input type="checkbox"/> Decrease Revenue <input type="checkbox"/> Permissive <input type="checkbox"/> Mandatory
5. Types of Local Government Units Affected <input type="checkbox"/> Towns <input type="checkbox"/> Village <input type="checkbox"/> Cities <input type="checkbox"/> Counties <input type="checkbox"/> Others <input type="checkbox"/> School Districts <input type="checkbox"/> WTCS Districts	
Fund Sources Affected	
<input type="checkbox"/> GPR <input type="checkbox"/> FED <input type="checkbox"/> PRO <input type="checkbox"/> PRS <input type="checkbox"/> SEG <input type="checkbox"/> SEGS	
Affected Ch. 20 Appropriations	
Agency/Prepared By	Authorized Signature
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Date	
2/9/2011	

Fiscal Estimate Narratives

DHS 2/9/2011

LRB Number	11-0678/2	Introduction Number	SB-008	Estimate Type	Original
Description Conforming the state family and medical leave law to the federal family and medical leave law and granting rule-making authority					

Assumptions Used in Arriving at Fiscal Estimate

This bill makes a number of changes to the state family medical leave act (FMLA). Among other changes, this bill increases the length of family and medical leave time available to a qualified employee from six weeks to 12 weeks. Currently, most DHS employees would qualify for 12 weeks of leave under the federal FMLA. However, because of a more restrictive definition of "qualified employee" under the federal law, a small number of employees may be eligible only for the six weeks under current state law. Under this bill, these employees could now be eligible for 12 weeks.

This bill also increases the number of hours an employee needs to work in a year necessary for state family and medical leave eligibility. Currently, the state requires 1000 hours of work; this bill increases it to 1250 hours.

Increases in leave time can increase overtime costs at the Department's direct care facilities. However, the number of DHS employees whose FMLA eligibility would increase from six to 12 weeks is expected to be small. In addition, it is unknown how many employees may exercise their FMLA rights and the extent to which they would utilize accrued sick and vacation leave in lieu of unpaid time off.

While some employees will be eligible for more family and medical leave, others will be eligible for less, resulting in minimal fiscal impact. Also, while additional overtime needs are possible, they are not certain and for this reason the fiscal impact on overtime to the department is not possible to determine.

This bill also makes technical changes to statute specific to DHS in Chapters 252 Communicable Diseases and 253 Maternal and Child Health, to reflect FMLA changes elsewhere in the bill. These changes are anticipated to have no fiscal effect.

The Department is unable to determine the fiscal impact to local public health or human service departments based on information currently available.

Long-Range Fiscal Implications