Wisconsin Department of Administration
Division of Executive Budget and Finance

Fiscal Estimate - 2011 Session

☒ Original ☐ Updated ☐ Corrected ☐ Supplemental

LRB Number **11-3843/2**	Introduction Number **AB-0653**

Description
Elimination of sick leave for state senators and representatives to the assembly

Fiscal Effect

State:
- ☐ No State Fiscal Effect
- ☒ Indeterminate
  - ☐ Increase Existing Appropriations
  - ☐ Decrease Existing Appropriations
  - ☐ Create New Appropriations
  - ☐ Increase Existing Revenues
  - ☐ Decrease Existing Revenues
  - ☐ Increase Costs - May be possible to absorb within agency's budget ☐ Yes ☐ No
  - ☐ Decrease Costs

Local:
- ☐ No Local Government Costs
- ☐ Indeterminate
  1. ☐ Increase Costs ☐ Permissive ☐ Mandatory
  2. ☐ Decrease Costs ☐ Permissive ☐ Mandatory
  3. ☐ Increase Revenue ☐ Permissive ☐ Mandatory
  4. ☐ Decrease Revenue ☐ Permissive ☐ Mandatory
  5. Types of Local Government Units Affected
     ☐ Towns ☐ Village ☐ Cities
     ☐ Counties ☐ Others
     ☐ School Districts ☐ WTCS Districts

Fund Sources Affected
☐ GPR ☐ FED ☐ PRO ☐ PRS ☐ SEG ☐ SEGS

Affected Ch. 20 Appropriations

Agency/Prepared By	Authorized Signature	Date
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Fiscal Estimate Narratives

ETF 2/10/2012

LRB Number **11-3843/2**	Introduction Number **AB-0653**	Estimate Type **Original**
Description Elimination of sick leave for state senators and representatives to the assembly		

Assumptions Used in Arriving at Fiscal Estimate

This bill would eliminate the ability of members of the legislature receive sick leave from year to year. Assumptions used in the preparation of this estimate include the following:

* Current accumulated sick leave balances would not be affected.

* A level percent of payroll as annually determined by the consulting actuary and approved by the Employee Trust Fund Board will continue to be charged to state, judicial, and legislative agencies to fund the sick leave conversion credit programs.

* Eligibility of individuals to convert unused accumulated sick leave to credits to pay premiums for post-retirement health insurance as per Chapter 40 of the Statutes will not affected by this bill.

* Eligibility of individuals to receive matching credits under the Supplemental Sick Leave Conversion program as per Chapter 40 of the Statutes will not be affected by this bill.

* Approximately $5,000 in one-time administrative costs associated with staff training and publication revisions would be incurred during the implementation year. No on-going administrative costs are anticipated.

There is no cost effect for the current fiscal year since this estimate assumes that elimination of accumulation of sick leave from year to year will not be effective until after the current year. In the long term, it is assumed that there will be some cost reduction since it is likely that the sick leave balances of the affected individuals at the time they retire will be less due to the elimination of year to year accumulation of unused sick leave. Due to the small population of affected individuals relative to the total population of program participants, it is likely that any cost reduction will be minimal.

The accumulated sick leave conversion credit programs undergo a actuarial valuation annually. The results of the annual valuation are reflected in the percent of payroll charged to fund these programs. The earliest any program change would be reflected in this percent of payroll rate charge would be two calendar years after the calendar year in which the change becomes effective. Any rate change will, in part, be based trends and assumption regarding salary, sick leave usage, and sick leave accumulation patterns. As such, the cost effect is indeterminate.

There is a potential that costs associated with the Income Continuation Insurance (ICI) program, the Long-term Disability (LTDI) program, and s. 40.63 disability retirement program could increase due to the current requirement that individuals exhaust some or all of their accumulated sick leave balances prior to receiving payment under these programs. Since the bill could potentially reduce the sick leave available to the affected individuals, disability payments could begin earlier than they would if the affected individuals could accumulate unused sick leave year to year. Premiums and costs for these programs are dependent, in part, upon accumulated sick leave balances, salary, sick leave usage patterns, and rates of disability. An actuarial analysis based on actual experience (after any change is implemented) would be required to determine the cost effect. As such, the cost effect for this component is indeterminate. However, it is anticipated than any cost effect would be minimal.

Long-Range Fiscal Implications