

Fiscal Estimate - 2025 Session

☒ Original ☐ Updated ☐ Corrected ☐ Supplemental

LRB Number **25-1552/1**

Introduction Number **SB-0027**

Description

requiring state employees to perform their work at the offices of their employer

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

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Date

2/25/2025

Fiscal Estimate Narratives

DMA 2/25/2025

LRB Number	25-1552/1	Introduction Number	SB-0027	Estimate Type	Original
Description requiring state employees to perform their work at the offices of their employer					

Assumptions Used in Arriving at Fiscal Estimate

This bill requires all state employees to perform their assigned work duties at the offices of the state agency during the employee's regularly scheduled work hours. This fiscal estimate addresses potential costs for the Department of Military Affairs (DMA).

The fiscal effect of this bill is difficult to determine as there are impacts to recruitment and retention of employees as well as morale of existing employees which could lead to turnover of staff impacting programmatic operations. There have been several instances during recruitments where individuals have declined interviews when told that the position requires work within the office for the probationary term and, if approved, no more than 50% work outside of the office after probation ends.

The DMA policy already requires staff to work in the office more than 50% of the time. This requirement would not increase lease costs for DMA employees.

Long-Range Fiscal Implications