

## Fiscal Estimate - 2025 Session

☒ Original      ☐ Updated      ☐ Corrected      ☐ Supplemental

<b>LRB Number</b> <b>25-1552/1</b>	<b>Introduction Number</b> <b>SB-0027</b>
<b>Description</b> requiring state employees to perform their work at the offices of their employer	
<b>Fiscal Effect</b>  <b>State:</b> <div style="display: flex; justify-content: space-between;"><div style="width: 30%;"><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</div><div style="width: 30%;"><input type="checkbox"/> Increase Existing Revenues     <input type="checkbox"/> Decrease Existing Revenues</div><div style="width: 30%;"><input checked="" type="checkbox"/> Increase Costs - May be possible to absorb within agency's budget                                     <input type="checkbox"/> Yes                      <input checked="" type="checkbox"/> No <input type="checkbox"/> Decrease Costs</div></div> <b>Local:</b> <div style="display: flex; justify-content: space-between;"><div style="width: 30%;"><input type="checkbox"/> No Local Government Costs <input type="checkbox"/> Indeterminate     1. <input type="checkbox"/> Increase Costs                      3. <input type="checkbox"/> Increase Revenue         <input type="checkbox"/> Permissive <input 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</div><div style="width: 30%;"><b>5. Types of Local Government Units Affected</b> <div style="display: flex; justify-content: space-between;"><div style="width: 30%;"><input type="checkbox"/> Towns <input type="checkbox"/> Counties <input type="checkbox"/> School Districts</div><div style="width: 30%;"><input type="checkbox"/> Village <input type="checkbox"/> Others <input type="checkbox"/> WTCS Districts</div><div style="width: 30%;"><input type="checkbox"/> Cities</div></div></div></div>	

## Fiscal Estimate Narratives

UWS 2/24/2025

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

### Assumptions Used in Arriving at Fiscal Estimate

Under this bill, state agencies must require employees to perform their work in person at state agency offices during the employee's regularly scheduled work hours, beginning July 1, 2025. The bill exempts telehealth services and duties that were performed off site before March 1, 2020.

Hybrid and remote work practices have been vital to recruiting and retaining top talent. It has allowed the Universities of Wisconsin to recruit from broader geographic areas allowing for larger pools of candidates. This has been especially impactful for universities in more rural locations as they are able to attract additional talent. Should this bill pass, universities that border states that do provide more flexible work options would be at a particular disadvantage in recruitment and retention.

Additionally, hybrid and remote work options have allowed for savings in space rental and utilities costs across all universities. As an example, the Universities of Wisconsin Administration (UWSA) has downsized their lease space to be more mindful stewards of resources, which was only achieved through allowing hybrid and remote work schedules. It is estimated that \$5.3 million would be needed to reconfigure the current spaces available to accommodate a full return to the office for all UWSA employees.

### Long-Range Fiscal Implications