

### Fiscal Estimate - 2007 Session

Original       Updated       Corrected       Supplemental

**LRB Number** 07-3434/3      **Introduction Number** AB-0914

**Description**  
 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

**Fiscal Effect**

**State:**

No State Fiscal Effect

Indeterminate

Increase Existing Appropriations       Increase Existing Revenues       Increase Costs - May be possible to absorb within agency's budget  
 Decrease Existing Appropriations       Decrease Existing Revenues       Yes       No  
 Create New Appropriations       Decrease Costs

**Local:**

No Local Government Costs

Indeterminate

1.  Increase Costs      3.  Increase Revenue  
 Permissive  Mandatory       Permissive  Mandatory  
 2.  Decrease Costs      4.  Decrease Revenue  
 Permissive  Mandatory       Permissive  Mandatory

5. Types of Local Government Units Affected

Towns       Village       Cities  
 Counties       Others  
 School Districts       WTCS Districts

**Fund Sources Affected**      **Affected Ch. 20 Appropriations**

GPR     FED     PRO     PRS     SEG     SEGS 20.445 (1) (a)

<b>Agency/Prepared By</b> DWD/ LeAnna Ware (608) 266-1997	<b>Authorized Signature</b> Hector Colon (608) 266-2284	<b>Date</b> 3/11/2008
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## Fiscal Estimate Narratives

DWD 3/11/2008

LRB Number	<b>07-3434/3</b>	Introduction Number	<b>AB-0914</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

#### State costs for enforcement:

This bill requires 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 prohibits discrimination in employment based upon Civil Air Patrol membership. Complaints of discrimination against employees who take this leave are processed in the same manner as under the Fair Employment Law s. 111.39.

The cost to this department in terms of an expected increase in enforcement case load will be minimal, since that increase is expected to be less than ten cases per year. The cost associated with this modest increase in case load could be absorbed within the agency's current budget authority. State agencies may also have costs related to providing replacement workers for employees taking leave time. A one-time cost of approximately \$2,000 is estimated for the reprinting of informational materials.

#### Local Costs:

It appears local government costs will also be incurred for replacement employees. Since the number of employees who take an unpaid leave of absence to participate in an emergency service operation of the Civil Air Patrol is likely to be small, such costs will not be extensive.

### Long-Range Fiscal Implications

there are no long range fiscal implications for the department.

## Fiscal Estimate Worksheet - 2007 Session

Detailed Estimate of Annual Fiscal Effect

Original     
  Updated     
  Corrected     
  Supplemental

<b>LRB Number</b> 07-3434/3		<b>Introduction Number</b> AB-0914	
<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> A one-time cost of approximately \$2,000 is estimated for the reprinting of informational materials.			
<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	\$0	\$0	
(FTE Position Changes)	(0.0 FTE)	(0.0 FTE)	
State Operations - Other Costs	0	0	
Local Assistance	0	0	
Aids to Individuals or Organizations			
<b>TOTAL State Costs by Category</b>	<b>\$0</b>	<b>\$0</b>	
<b>B. State Costs by Source of Funds</b>			
GPR	0	0	
FED	0	0	
PRO/PRS	0	0	
SEG/SEG-S	0	0	
<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	\$0	\$0	
GPR Earned	0	0	
FED	0	0	
PRO/PRS	0	0	
SEG/SEG-S			
<b>TOTAL State Revenues</b>	<b>\$0</b>	<b>\$0</b>	
<b>NET ANNUALIZED FISCAL IMPACT</b>			
	State	Local	
NET CHANGE IN COSTS	\$0	\$	
NET CHANGE IN REVENUE	\$0	\$	
<b>Agency/Prepared By</b>		<b>Authorized Signature</b>	<b>Date</b>
DWD/ LeAnna Ware (608) 266-1997		Hector Colon (608) 266-2284	3/11/2008