

Fiscal Estimate - 2017 Session

Original Updated Corrected Supplemental

LRB Number **17-2262/1** **Introduction Number** **SB-111**

Description
Requiring a local governmental unit to create a civil service system with a just cause standard of discipline for its employees

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 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

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Fiscal Estimate Narratives

DPI 3/17/2017

LRB Number	17-2262/1	Introduction Number	SB-111	Estimate Type	Original
Description Requiring a local governmental unit to create a civil service system with a just cause standard of discipline for its employees					

Assumptions Used in Arriving at Fiscal Estimate

Under this bill, a local governmental unit, which includes a city, village, town, county, school district, and sewerage district, other than a sewerage commission established by a first class city (currently only Milwaukee), must establish a civil service system by January 1, 2019, that provides that an employee with permanent status in class may be removed, suspended without pay, discharged, reduced in base pay, or demoted, or has his or her contract nonrenewed, only for just cause. This provision is similar to a provision in current law that applies to state employees in the classified service with permanent status in class and to certain assistant district attorneys. The bill also requires that the civil service system include a grievance procedure that provides for a hearing before an impartial hearing officer mutually agreed to by the parties.

Local:

School districts may need to alter their policies and operations with respect to hiring practices, grievance procedures, and other conditions of employment that are provided under the civil service system. Because no school district currently provides a civil service system, school districts will be expected to establish a central organizational structure to oversee and maintain such a system. Because the costs involved with implementing a civil service system will vary from school district to school district given differences in size and capacity, the fiscal effect on school districts is indeterminate.

State:

Because this bill only impacts municipal employers, there is no fiscal effect to the state or the department.

Long-Range Fiscal Implications