



## Fiscal Estimate Narratives

DOA 3/29/2017

LRB Number	17-2477/1	Introduction Number	SB-113	Estimate Type	Original
<b>Description</b> The establishment of November 11 as a day on which the offices of the agencies of state government are closed					

### Assumptions Used in Arriving at Fiscal Estimate

2017 SB 113 would establish November 11, Veteran's Day, as a state legal holiday, increasing the number of such days from 9 to 10. The bill would also reduce the number of personal holidays provided to state employees in a calendar year from 4.5 days to 3.5 days.

Currently, s. 230.35 (4) (a), Stats., establishes 9 calendar days designated as paid legal holidays (e.g., the first Monday in September; the 4th Thursday in November; December 24 and 25; etc). Generally, state offices are closed in observance of these holidays but 24/7 operations continue, often in a reduced capacity. In the event that a state office is closed, state employees are not scheduled to work, and permanent employees are paid for the legal holiday. In a 24/7 function, the essential employees remain and are scheduled for work. Employees who are scheduled to work on the holiday receive time and one half for all hours worked. For these employees, the legal holiday becomes a "floating holiday" which is available to the employee at a later time as approved by the employer. In addition, permanent state employees are provided with up to 4.5 paid personal holidays in each calendar year. The amount is prorated based on the FTE of the employee's position, to be taken on days requested by the employee and at the discretion of the employer. One of these personal holidays is currently provided in recognition of Veterans Day, which SB 113 would remove and replace with the new legal holiday.

The Department estimates there would be no fiscal impact on the Department resulting from implementing the provisions of the bill. Updates to payroll systems, which currently reflect other legal holidays, could be readily accomplished with existing resources. The Department estimates that the workload normally accomplished on what would become a legal holiday could be otherwise accomplished by an agency on non-holidays with existing resources, and this would be partially offset by the reduction in the number of personal holidays available.

The new legal holiday would result in increased costs for agencies that maintain 24 hour, 7 days per week operations (law enforcement; care facilities; prisons). The Department estimates that the cost of "holiday pay" by all state agencies to permanent state employees for a single holiday as \$473,054 in salary costs and \$74,040 in fringe costs.

The provisions do not impact local units of government. Therefore, the Department estimates no fiscal impact on local units of government.

### Long-Range Fiscal Implications