

COMMITTEE ON LEGISLATIVE RESEARCH
OVERSIGHT DIVISION

FISCAL NOTE

L.R. No.: 4564-01
Bill No.: Perfected HB 1422
Subject: Labor Management; State Employees; Holidays and Observances
Type: Original
Date: March 9, 2016

Bill Summary: This proposal specifies that a state employee who works 10 hour days and 40 hours per week cannot be required to take two hours of vacation leave for paid holidays.

FISCAL SUMMARY

ESTIMATED NET EFFECT ON GENERAL REVENUE FUND			
FUND AFFECTED	FY 2017	FY 2018	FY 2019
Total Estimated Net Effect on General Revenue	\$0	\$0	\$0

ESTIMATED NET EFFECT ON OTHER STATE FUNDS			
FUND AFFECTED	FY 2017	FY 2018	FY 2019
Total Estimated Net Effect on <u>Other</u> State Funds	\$0	\$0	\$0

Numbers within parentheses: () indicate costs or losses.

This fiscal note contains 5 pages.

ESTIMATED NET EFFECT ON FEDERAL FUNDS			
FUND AFFECTED	FY 2017	FY 2018	FY 2019
Total Estimated Net Effect on <u>All</u> Federal Funds	\$0	\$0	\$0

ESTIMATED NET EFFECT ON FULL TIME EQUIVALENT (FTE)			
FUND AFFECTED	FY 2017	FY 2018	FY 2019
Total Estimated Net Effect on FTE	0	0	0

Estimated Net Effect (expenditures or reduced revenues) expected to exceed \$100,000 in any of the three fiscal years after implementation of the act.

ESTIMATED NET EFFECT ON LOCAL FUNDS			
FUND AFFECTED	FY 2017	FY 2018	FY 2019
Local Government	\$0	\$0	\$0

FISCAL ANALYSIS

ASSUMPTION

Officials from the **Department of Corrections (DOC)** has employees who work four 10-hour shifts per week and are already allowed to alter their work hours within a holiday work week and/or pay period to accommodate the 2-hour difference between the 8-hour holiday compensation and their 10-hour shift if they choose not to take 2 hours annual (vacation) or compensatory leave for the difference.

If opting to also allow leave without pay (LWOP) is the intent of this proposal, and if employees use that option, a savings of DOC Personal Services (PS) funds would occur. DOC is unsure how often employees would actually opt for using LWOP; however, as having their wages reduced would also reduce the accrual of their annual and sick leave balances as well as their total annual wages, thereby impacting calculations of potential retirement and social security benefits that are based on said earnings.

Oversight assumes any potential savings to state agencies, from LWOP, would be minimal.

Officials from the **Office of Administration** assume the cost of this proposal could be absorbed with existing resources.

Officials from the **Department of Mental Health** and the **Department of Public Safety - Missouri Veterans Commission** each assume the current proposal would not fiscally impact their respective agencies.

House Amendment 1

Officials from the **Department of Corrections**, the **Office of Administration** and the **Missouri Veterans Commission** each assumed this amendment would not change their original fiscal impact.

<u>FISCAL IMPACT - State Government</u>	FY 2017 (10 Mo.)	FY 2018	FY 2019
	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>
<u>FISCAL IMPACT - Local Government</u>	FY 2017 (10 Mo.)	FY 2018	FY 2019
	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>

FISCAL IMPACT - Small Business

No direct fiscal impact to small businesses would be expected as a result of this proposal.

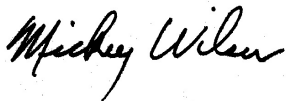
FISCAL DESCRIPTION

The proposed legislation appears to have no direct fiscal impact.

This legislation is not federally mandated, would not duplicate any other program and would not require additional capital improvements or rental space.

SOURCES OF INFORMATION

Office of Administration
Department of Mental Health
Department of Public Safety - Missouri Veterans Commission
Department of Corrections



Mickey Wilson, CPA
Director

Ross Strobe
Assistant Director

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