

COMMITTEE ON LEGISLATIVE RESEARCH
OVERSIGHT DIVISION

FISCAL NOTE

L.R. No.: 4582-02
Bill No.: SB 819
Subject: Employees - Employers; Military Affairs
Type: Original
Date: February 18, 2010

Bill Summary: This proposal allows employees of certain employers to take a leave of absence for civil air patrol emergency service duty or counter narcotics missions.

FISCAL SUMMARY

ESTIMATED NET EFFECT ON GENERAL REVENUE FUND			
FUND AFFECTED	FY 2011	FY 2012	FY 2013
Total Estimated Net Effect on General Revenue Fund	\$0	\$0	\$0

ESTIMATED NET EFFECT ON OTHER STATE FUNDS			
FUND AFFECTED	FY 2011	FY 2012	FY 2013
Total Estimated Net Effect on <u>Other</u> State Funds	\$0	\$0	\$0

Numbers within parentheses: () indicate costs or losses.
This fiscal note contains 4 pages.

ESTIMATED NET EFFECT ON FEDERAL FUNDS			
FUND AFFECTED	FY 2011	FY 2012	FY 2013
Total Estimated Net Effect on <u>All</u> Federal Funds	\$0	\$0	\$0

ESTIMATED NET EFFECT ON FULL TIME EQUIVALENT (FTE)			
FUND AFFECTED	FY 2011	FY 2012	FY 2013
Total Estimated Net Effect on FTE	0	0	0

Estimated Total Net Effect on All funds expected to exceed \$100,000 savings or (cost).

Estimated Net Effect on General Revenue Fund expected to exceed \$100,000 (cost).

ESTIMATED NET EFFECT ON LOCAL FUNDS			
FUND AFFECTED	FY 2011	FY 2012	FY 2013
Local Government	\$0	\$0	\$0

FISCAL ANALYSIS

ASSUMPTION

Officials from the **Office of the Attorney General** assume any potential costs arising from this proposal can be absorbed with existing resources.

Officials from the **Department of Labor and Industrial Relations** as well as the **Department of Public Safety - Office of the Adjutant General** each assume the proposal would not fiscally impact their respective agencies.

Officials from the **Office of Administration - Division of Personnel (OA)** state it appears that the purpose of this legislation is to continue current state government practices and expand benefit/job protections to all employers of over 50 employees in the state.

As a practical concern, the employers may incur costs even if they are not providing paid leave for the absence. If an employee is absent for a period of 15 working days, there may be potential costs of overtime from others to cover for the absence, costs for temporary employees to cover the absence or a cost of lost productivity. During difficult economic times, this could have an impact on all businesses.

The proposed legislation does provide an option for the employer to request that the employee be exempted from a specific mission. This could help some businesses avoid the financial burden if the leave request is presented during a critical work phase.

In summary, OA states all state agencies and political subdivisions currently abide by Section 41.1000, RSMo, and provide paid leave and benefit/job protections for state employees called to perform Civil Air Patrol emergency service duties. Therefore, the proposed legislation does not appear to involve any changes to the requirements for state government. As such, it will have limited, if any, impact on the Office of Administration - Division of Personnel.

<u>FISCAL IMPACT - State Government</u>	FY 2011 (10 Mo.)	FY 2012	FY 2013
	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>

<u>FISCAL IMPACT - Local Government</u>	FY 2011 (10 Mo.)	FY 2012	FY 2013
	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>

FISCAL IMPACT - Small Business

Since the changes in the proposal are relative for employers with fifty or more employees and Oversight uses the definition of small businesses that are fewer than fifty employees, Oversight assumes no direct fiscal impact to small businesses would be expected as a result of this proposal.

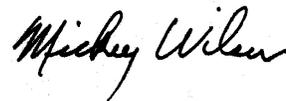
FISCAL DESCRIPTION

The proposed legislation appears to have no 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 the Attorney General
Office of Administration
Department of Public Safety
Department of Labor and Industrial Relations



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Director
February 18, 2010