

PREPARED BY: Scott Danigole
 DATE PREPARED: February 02, 2024
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LB 1213

Revision: 00

FISCAL NOTE

LEGISLATIVE FISCAL ANALYST ESTIMATE

ESTIMATE OF FISCAL IMPACT – STATE AGENCIES (See narrative for political subdivision estimates)				
	FY 2024-25		FY 2025-26	
	EXPENDITURES	REVENUE	EXPENDITURES	REVENUE
GENERAL FUNDS	\$5,150,144		\$5,150,144	
CASH FUNDS	\$2,267,684		\$2,267,684	
FEDERAL FUNDS	\$1,814,017		\$1,814,017	
OTHER FUNDS	\$499,180		\$499,180	
TOTAL FUNDS	\$9,731,025		\$9,731,025	

Any Fiscal Notes received from state agencies and political subdivisions are attached following the Legislative Fiscal Analyst Estimate.

LB 1213 provides definitions and requires employers to grant each employee a minimum of twenty hours (20) of paid school activities leave in each calendar year.

The Department of Administrative Services (DAS) estimates a maximum cost to provide such paid leave for state employees to be \$9,791,025. This estimate is based on 17,725 employees and the average salary of state employees.

It is unlikely that every state employee would utilize the full 20 hours of paid leave each year, therefore the fiscal impact of LB 1213 is unlikely to reach the maximum cost estimate. DAS has also provided a fund source breakdown for these costs.

It should be noted that this estimate is not the cost to DAS. Rather, this is a statewide estimate. Costs would be incurred for each agency as benefits are utilized.

ADMINISTRATIVE SERVICES STATE BUDGET DIVISION: REVIEW OF AGENCY & POLT. SUB. RESPONSE		
LB: 1213	AM:	AGENCY/POLT. SUB: Dept. of Administrative Services – State Personnel, State
Accounting - Enterprise		
REVIEWED BY: Kimberly Burns	DATE: 01/25/2024	PHONE: (402) 471-4171
COMMENTS: The Department of Administrative Services' assessment of fiscal impact, including the maximum impact across the Enterprise, from LB 1213 appears reasonable based on the assumptions provided.		

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2024

LB⁽¹⁾ 1213

FISCAL NOTE

State Agency OR Political Subdivision Name: ⁽²⁾ Department of Administrative Services (DAS) – State
 Personnel, State Accounting - Enterprise

Prepared by: ⁽³⁾ Sean Davis Date Prepared: ⁽⁴⁾ 1/17/24 Phone: ⁽⁵⁾ 402-471-4439

ESTIMATE PROVIDED BY STATE AGENCY OR POLITICAL SUBDIVISION

	<u>FY 2024-25</u>		<u>FY 2025-26</u>	
	<u>EXPENDITURES</u>	<u>REVENUE</u>	<u>EXPENDITURES</u>	<u>REVENUE</u>
GENERAL FUNDS	_____	_____	_____	_____
CASH FUNDS	_____	_____	_____	_____
FEDERAL FUNDS	_____	_____	_____	_____
REVOLVING FUNDS	_____	_____	_____	_____
TOTAL FUNDS	<u>See below</u>	<u>See below</u>	<u>See below</u>	<u>See below</u>

Explanation of Estimate:

LB 1213 as introduced would require the State to provide employees a minimum of 20 hours of paid leave per calendar year for school-related activities.

LB 1213 would have a fiscal impact; however, it is difficult to determine the number of employees that would utilize such leave. To estimate such fiscal impact, using data from the most recently published State Personnel Almanac (2023), the number of State employees is 17,725 and the average salary is \$57,096 or \$27.45/hour (\$57,096 / 2080 hours = \$27.45 per hour). Based on this data, the fiscal impact could be as high as \$549.00 per calendar year (\$27.45 X 20 hours = \$549.00 per year) per employee, which for 17,725 employees, is \$9,731,025.00 (\$549 X 17,725 employees = \$9,731,025.00). Given that these numbers are from December of 2022, the average salary is anticipated to be higher than estimated here.

The table below summarizes the estimated impact by fund type of the estimated increased enterprise-wide due to an increase in paid leave. The allocation by fund type is based on an average of salaries (PSL) expenditures over a four-year period (2020-2023).

Fund Type	Expenditures – FY24-25	Expenditures – FY25-26
General Fund	\$5,150,144	\$5,150,144
Cash Fund	\$2,267,684	\$2,267,684
Federal Fund	\$1,814,017	\$1,814,017
Revolving Fund	\$499,180	\$499,180
Total	\$9,731,025	\$9,731,025

Changes to the State Accounting System for reporting and tracking school activity leave would be completed using existing resources.

The state would also lose the productivity of teammates who are not working those hours, which cannot be accurately quantified.

BREAKDOWN BY MAJOR OBJECTS OF EXPENDITURE

Personal Services:

<u>POSITION TITLE</u>	<u>NUMBER OF POSITIONS</u>		<u>2024-25</u>	<u>2025-26</u>
	<u>24-25</u>	<u>25-26</u>	<u>EXPENDITURES</u>	<u>EXPENDITURES</u>
Benefits.....				
Operating.....				
Travel.....				
Capital outlay.....				
Aid.....				
Capital improvements.....				
TOTAL.....				