

OFFICE OF FISCAL ANALYSIS

Legislative Office Building, Room 5200
Hartford, CT 06106 ◊ (860) 240-0200
<http://www.cga.ct.gov/ofa>

sSB-479

AN ACT DESIGNATING ELECTION DAY AS A STATE HOLIDAY.

OFA Fiscal Note

State Impact:

Agency Affected	Fund-Effect	FY 20 \$	FY 21 \$
Various State Agencies	Various - Cost	\$1.8 million - \$2.3 million	\$1.8 million - \$2.3 million

Note: Various=Various

Municipal Impact:

Municipalities	Effect	FY 20 \$	FY 21 \$
All Municipalities	STATE MANDATE ¹ - Cost	Less than \$50,000	Less than \$50,000

Explanation

The bill designates Election Day as a legal state holiday. It is assumed that Election Day will be considered a non-premium state holiday.² Columbus Day was used as a model to estimate the cost of establishing a new non-premium state holiday. The time and labor and payroll databases in CORE-CT³ were utilized to compile these estimates.

¹ State mandate is defined in Sec. 2-32b(2) of the Connecticut General Statutes, "state mandate" means any state initiated constitutional, statutory or executive action that requires a local government to establish, expand or modify its activities in such a way as to necessitate additional expenditures from local revenues.

² Premium state holidays are New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, and Christmas Day.

³ The CORE-CT time and labor database does not include the judicial or legislative branches.

In analyzing CORE-CT payroll and time earned data on Columbus Day, essential state employees who worked on Columbus Day in 2018 accrued \$1.5 million in paid time off (to be used at a later date), and were compensated \$300,000 for working on Columbus Day. Certain collective bargaining agreements allow employees the option to accrue a compensatory day or earn compensation for working on a state holiday.

Based on the Columbus Day model, it is estimated that the Election Day holiday will cost the state \$1.8 million to \$2.3 million annually depending on how much overtime is utilized to cover the shifts for the essential employees who work Election Day.

It is estimated that the additional paid time off earned by the essential employees who worked on Election Day would be \$1.5 million. The additional cost results from replacing the worker when he/she takes a day off. This occurs primarily in the 24/7 operations of state government.

Some examples of those essential positions who would be working on Election Day are: Correction Officers, State Police, and health care workers. For example, the replacement cost of a State Police Trooper would be at least \$250/day or possibly higher if overtime was used to cover the employee's shift.

The bill results in a cost to municipalities due to increased overtime costs associated with an additional state holiday. These costs, estimated to be less than \$50,000 per municipality, will vary based on the size of the municipal workforce, and on the specific holiday pay structure of each municipality. As an illustration, it is estimated that an additional holiday would result in costs to the City of New Britain of approximately \$22,000.

The Out Years

The annualized ongoing fiscal impact identified above would continue into the future subject to inflation.

Sources: Core-CT Financial Accounting System