

OFFICE OF FISCAL ANALYSIS

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sHB-6859

AN ACT CONCERNING PREDICTABLE SCHEDULING.

OFA Fiscal Note

State Impact:

Agency Affected	Fund-Effect	FY 24 \$	FY 25 \$
Labor Dept.	GF - Cost	74,883	99,407
State Comptroller - Fringe Benefits ¹	GF - Cost	28,639	39,140
Labor Dept.	GF - Potential Revenue Gain	Minimal	Minimal

Note: GF=General Fund

Municipal Impact: None

Explanation

The bill, which establishes requirements regarding employee scheduling for certain employers, results in a cost to (1) the Department of Labor (DOL) of \$74,883 in FY 24 (partial year cost) and \$99,407 in FY 25 and (2) the State Comptroller- Fringe Benefits account of \$28,639 in FY 24 (partial year cost) and \$39,140 in FY 25, as well as a potential minimal revenue gain to the extent there are violations and therefore civil penalties paid.

In order to accommodate the anticipated workload in administering and enforcing the bill's provisions, DOL would require one Wage Enforcement Agent (\$89,177 for salary and \$38,186 for fringe benefits) along with associated equipment/overhead costs of \$8,000.

¹The fringe benefit costs for most state employees are budgeted centrally in accounts administered by the Comptroller. The estimated active employee fringe benefit cost associated with most personnel changes is 42.82% of payroll in FY 24.

The bill allows aggrieved parties, whistleblowers, and other enumerated entities to bring an action in Superior Court over alleged violations. This does not result in any fiscal impact to the state or municipalities. The court system disposes of over 250,000 cases annually and the number of cases is not anticipated to be great enough to need additional resources.

The Out Years

The annualized ongoing cost impact identified above would continue into the future subject to inflation. The ongoing revenue impact identified above you continue in the future subject to the number of violations found.