

# OFFICE OF FISCAL ANALYSIS

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

sSB-1178

AN ACT EXPANDING CONNECTICUT PAID SICK DAYS.

As Amended by Senate "A" (LCO 8075)

Senate Calendar No.: 262

## **OFA Fiscal Note**

### **State Impact:**

Agency Affected	Fund-Effect	FY 24 \$	FY 25 \$
Labor Dept.	GF - Cost	244,343	324,402
State Comptroller - Fringe Benefits <sup>1</sup>	GF - Cost	93,494	127,776
Labor Dept.	GF - Potential Revenue Gain	Minimal	Minimal

Note: GF=General Fund

**Municipal Impact:** None

### **Explanation**

The bill, which expands the state's paid sick leave law to approximately 1.6 million workers, results in a cost to (1) the Department of Labor (DOL) of \$244,343 in FY 24 (partial year cost) and \$324,402 in FY 25 and (2) the State Comptroller- Fringe Benefits account of \$93,494 in FY 24 (partial year cost) and \$127,776 in FY 25, as well as a potential minimal revenue gain associated with civil penalties from violations.<sup>2</sup>

In order to administer the expanded sick leave provisions, DOL

---

<sup>1</sup>The 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.

<sup>2</sup> Civil penalties for violations of the state's paid sick leave provisions range from \$100 to \$500 per violation.

would require two Wage Enforcement Agents (\$89,177 for salary and \$38,186 for fringe benefits each) and one Staff Attorney (\$112,769 for salary and \$48,288 for fringe benefits) along with associated equipment/overhead costs of \$26,000.

Senate "A" removes language requiring the Personal Care Attendant (PCA) Workforce Council to act on behalf of consumer employers of PCAs for purposes of the underlying bill, which eliminates the potential cost and potential revenue loss associated with the Departments of Social Services and Developmental Services.

Senate "A" also: 1) clarifies a number of definitions under the bill, 2) specifies that leave can be taken beginning 100 days after commencement of employment, 3) maintains (rather than increases) the current maximum amount of leave an employee can accrue, and 4) eliminates various provisions of the underlying bill relating to its enforcement, none of which results in any fiscal impact.

### ***The Out Years***

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

*The preceding Fiscal Impact statement is prepared for the benefit of the members of the General Assembly, solely for the purposes of information, summarization and explanation and does not represent the intent of the General Assembly or either chamber thereof for any purpose. In general, fiscal impacts are based upon a variety of informational sources, including the analyst's professional knowledge. Whenever applicable, agency data is consulted as part of the analysis, however final products do not necessarily reflect an assessment from any specific department.*