

# OFFICE OF FISCAL ANALYSIS

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sSB-413

AN ACT CONCERNING PREDICTABLE SCHEDULING.

## **OFA Fiscal Note**

### **State Impact:**

Agency Affected	Fund-Effect	FY 25 \$	FY 26 \$
Labor Dept.	GF - Cost	79,988	101,984
State Comptroller - Fringe Benefits <sup>1</sup>	GF - Cost	29,076	38,768
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 \$79,988 in FY 25 (partial year cost) and \$101,984 in FY 26 and (2) the State Comptroller- Fringe Benefits account of \$29,076 in FY 25 (partial year cost) and \$38,768 in FY 26, 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 (annualized cost of \$93,984 for salary, \$38,768 for

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<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 41.25% of payroll in FY 25.

fringe benefits, and \$8,000 for equipment/overhead costs).

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 263,000 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 would continue in the future subject to the number of violations found.