

(Prepare in triplicate).

FISCAL NOTE

Prepared in regard to:

HB 1498, Compensation for Unused Accumulated Sick Leave  
(List bill or resolution and number, if available, or subject)

Amendment to: \_\_\_\_\_  
(List bill or resolution and number)

Requested by: \_\_\_\_\_ Date of receipt: \_\_\_\_\_ 19\_\_

In the following space note the fiscal effect in dollars of the legislative proposal. If additional space is needed, attach a supplementary sheet. (Please type)

A fiscal note of this nature can only be an approximation based on estimates at this time. Actual cost impacts will vary significantly by department, as well as by source of funds. This fiscal note will only identify estimated total costs without a departmental or fund identification.

The following averages are used:

- Number state classified employees - 9,000
- Average monthly salary next biennium - \$950.00 (\$45.00 daily)
- Average unused accumulated sick leave - 5 days per year
- Estimated employee turnover - 25%
- Number of Employees by yrs. of service - Table #3 below

From "Survey of Training Needs & State Employee Attitudes in North Dakota"

Table 3 - Page 12

| <u>Years State Service</u> | <u>% Employees</u> | <u># Employees (9,000)</u> |
|----------------------------|--------------------|----------------------------|
| 1-5                        | 46.2               | 4158                       |
| 6-10                       | 21.0               | 1890                       |
| 10-14                      | 11.9               | 1071                       |
| 15-20                      | 11.1               | 999                        |
| 20+                        | 9.9                | 891                        |

| <u>Years of Service</u> | <u>Avg. Yrs.</u> | <u>X (Turnover % X # employees)</u> | <u>X Accum. 5.6 X</u> | <u>Avg. Daily Salary</u> | <u>X \$ X %</u> | <u>Payment = Impact</u> |
|-------------------------|------------------|-------------------------------------|-----------------------|--------------------------|-----------------|-------------------------|
| 0-5                     | 3                | (25% X 4158)                        | X 5                   | X 45.00 = 702,000        | X 5%            | = 35,100                |
| 6-10                    | 8                | (25% X 1890)                        | X 5                   | X 45.00 = 851,400        | X 10%           | = 85,140                |
| 11-15                   | 13               | (25% X 1071)                        | X 5                   | X 45.00 = 783,900        | X 15%           | = 117,585               |
| 16-20                   | 18               | (25% X 999)                         | X 5                   | X 45.00 = 1,012,500      | X 20%           | = 202,500               |
| 21+                     | 23               | (25% X 891)                         | X 5                   | X 45.00 = 1,154,025      | X 25%           | = 288,506               |
|                         |                  |                                     |                       | TOTAL                    | 4,503,825       | 728,831                 |

Total Fiscal Impact for S.L. \$728,831

+ Death Payment Estimate 21,169  
(approx. 20 empl. w/13 yrs. service)

TOTAL IMPACT \$750,000

Date of preparation: February 1, 1977

Signed

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Typed Name

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Department

Central Personnel Division