

FISCAL NOTE

The fiscal impact, in the form of decreased payroll expenditures, is indeterminable.

This bill would suspend the pay of every state employee with an annual salary of \$100,000 or more (without reimbursement) for the duration of any period of declared statewide public health emergency under W.S. 35-1-240(a)(ii),(iii) or (iv), 35-4-103 or 35-4-112(c). The fiscal impact is indeterminable, as the duration of the current public health emergency, and the occurrence and duration of any future public health emergency is unknown and cannot be predicted.

The State Auditor's Office (SAO) provided an estimated monthly expenditure reduction for all employees with an annual salary of \$100,000 or more for all state agencies included in the state payroll system administered by SAO, except for judges and the Governor. SAO assumes that judges and the Governor would not be subject to this bill due to Article 3, section 32 of the Wyoming Constitution. The University of Wyoming and the seven community colleges are also not included in the estimate. SAO estimates that this bill would reduce expenditures by approximately \$3,800,000 per month during a declared public health emergency. Approximately \$2,400,000 would be General Fund savings, \$50,000 would be Federal Fund savings, and the rest (\$1,350,000) would be saved in Other Funds. Savings may be offset if agencies must hire temporary personnel or contractor services to complete statutory or critical services normally performed by affected employees. It is also possible that the non-payment of certain payroll would put some federal funding at risk due to an inability to meet matching requirements. The above cost savings also assumes that the state would stop paying health insurance or other fringe benefits to affected employees, as the state doesn't pay insurance premiums for employees who aren't working, except for in certain limited circumstances (such as the Family Medical Leave Act).

The Department of Administration & Information states that the Human Resources (HR) Division could face the impact of employees leaving state employment, requiring the HR Division to fill critical positions at reduced salaries. This would also result in critical duties placed on lower level employees, who, in turn could ask for interim pay.

The Community College Commission interprets this bill to exclude community college employees. If community college employees are deemed state employees under this bill, there would be a monthly savings of \$781,027 (salary and benefits). The state aid portion of these salaries and benefits would be 60% of this amount, \$468,617.

The University of Wyoming indicates that this bill does not appear to have a significant fiscal or personnel impact to the University.

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