

- Given there were 534 live kidney and 179 live liver donations in 1999, or 713 total for the state;^[1]
- Given the approximate 65,000 state employees represent about .8 percent of the working-age population 20 years of age and older

(7,879,380 persons);

Then it could be expected that between 5-6 state employees would be likely to make either kidney or liver donations (713 donors multiplied by .008 = 5.7).

It is difficult to establish an “average” state employee wage. However, assuming:

- An average wage of \$20 per hour and including fringe benefit costs of 33 percent;
- Each employee would take the maximum leave permitted for organ donation, 240 hours;

Then the annual cost of the leave would be \$6,384 per employee. Thus, if six state employees were to take the maximum organ donation leave permissible under the bill, the cost would be \$38,304.

Bone Marrow Transplant Leave—Potential Increase of \$1,490 Per Year in State Expenditures

Estimates for the number of state employees who would use bone marrow donor leave were harder to derive. According to data compiled for its 1999 annual report, Bone Marrow Donors Worldwide, an international organization that maintains a worldwide bone marrow donor registry, there were a total of 3,019,381 persons listed as eligible to donate among a U.S. population base of 272,600,000, or about 1 percent of the country’s population.^[2] Since matches between recipients and donors are extremely difficult to make, this fiscal note assumes that only one state employee annually would be eligible to take bone marrow donor leave.

- If that employee earns an hourly wage of \$20 and fringe benefits computed at 33 percent of wages, for a total state cost of \$26.60 per hour ;
- If the eligible employee takes seven days, or 56 hours of leave, the maximum leave allowed by the bill

Then the total annual cost of the bone marrow donor leave would be \$1,489.60.

Department of Administrative Services (DAS)—Employee Notification Requirement Costs Minimal

The bill requires DAS to make state employees aware of this additional leave through periodic notifications. Assuming that this could be done through paycheck envelope inserts and through postings on DAS website, there would be little cost involved with this requirement.

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^[1] 1999 Annual Report of the U.S. Scientific Registry of Transplant Recipients and the Organ Procurement and Transplantation Network: Transplant Data 1990-1999. (2000, February 21). Rockville, MD and Richmond, VA: HHS/HRSA/OSP/DOT and UNOS. Retrieved September 30, 2001 from the World Wide Web: http://www.unos.org/Data/anrpt_main.htm

^[2] 1999 Annual Report of the Bone Marrow Donors Worldwide. Leiden, The Netherlands. Retrieved October 2, 2001 from the World Wide Web: <http://www.bmdw.org/AnnualReport/AnnualReport1999.html>