



## ADMINISTRATIVE RULES Fiscal Estimate & Economic Impact Analysis

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13. Benefits of Implementing the Rule and Alternative(s) to Implementing the Rule

The benefits of the new rules are that it removes the four personal days that inmates were allowed to utilize per quarter. It also codifies current practice that agricultural inmate employees are exempt from overtime pay. Other major changes include changing the code to active voice, clarifying performance evaluation standards, and allowing the prison industry to establish work rules instead of the Prison Industries Board. No alternatives have been identified.

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14. Long Range Implications of Implementing the Rule

The changes allow for more decisions to be made at the prison, which could theoretically result in improved efficiency at each prison industry. Changes to update administrative code with current policy will have no long range effect. Additionally, the \$1,200 inmate labor cost savings will be negligible once it is spread across multiple prison industries.

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15. Compare With Approaches Being Used by Federal Government

Inmate pay will be in line with FLSA standards that require 1.5 pay rate for over forty hours. Additionally, not providing overtime pay to inmate workers on farms is also in line with FLSA standards. However, Wisconsin does not pay its inmate workers minimum wage.

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16. Compare With Approaches Being Used by Neighboring States (Illinois, Iowa, Michigan and Minnesota)

In most cases, requirements vary moderately between the adjacent states and those of Wisconsin as proposed. Some states do not have prison industries board and give more discretion to each facility. For a detailed analysis, please refer to the proposed rule-making order submitted by the Department associated with this rule.

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17. Contact Name	18. Contact Phone Number
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**ATTACHMENT A**

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1. Summary of Rule's Economic and Fiscal Impact on Small Businesses (Separately for each Small Business Sector, Include Implementation and Compliance Costs Expected to be Incurred)

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2. Summary of the data sources used to measure the Rule's impact on Small Businesses

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3. Did the agency consider the following methods to reduce the impact of the Rule on Small Businesses?

- Less Stringent Compliance or Reporting Requirements
- Less Stringent Schedules or Deadlines for Compliance or Reporting
- Consolidation or Simplification of Reporting Requirements
- Establishment of performance standards in lieu of Design or Operational Standards
- Exemption of Small Businesses from some or all requirements
- Other, describe:

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4. Describe the methods incorporated into the Rule that will reduce its impact on Small Businesses

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5. Describe the Rule's Enforcement Provisions

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6. Did the Agency prepare a Cost Benefit Analysis (if Yes, attach to form)

- Yes    No
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