

Preliminary Cost Estimates of an Amended SB 454 Refundable Tax Credit

	2016	2017	2018	2019
Private Non-farm Employment	1,517,713	1,558,137	1,590,730	1,617,033
Employees (excluding < 6 employees)	1,360,717	1,396,959	1,426,181	1,449,763
Percent lacking paid sick leave	36%	36%	36%	36%
Employees without paid sick leave	483,666	496,549	506,936	515,318
Average sick days taken annually, self	4	4	4	4
Average sick days taken annually, dependent	1	1	1	1
Average annual wage income	\$51,770	\$53,600	\$55,577	\$57,639
Average daily income, all employees	\$199	\$206	\$214	\$222
Average daily income, no PSL currently	\$149	\$155	\$160	\$166

Marginal Impact (employees with new access to paid sick leave)

Total sick days taken annually	2,418,331	2,482,743	2,534,678	2,576,588
Total pay for sick days taken, \$M	\$361	\$384	\$406	\$428
Refundable tax credit, \$M	\$361	\$384	\$406	\$428
Refundable tax credit, with phase-out, \$M	\$223	\$237	\$251	\$264

Total Impact (all employees)

Total sick days taken annually	6,803,583	6,984,794	7,130,905	7,248,813
Total pay for sick days taken, \$M	\$1,355	\$1,440	\$1,524	\$1,607
Refundable tax credit, \$M	\$1,355	\$1,440	\$1,524	\$1,607
Refundable tax credit, with phase-out, \$M	\$660	\$702	\$743	\$783

**Preliminary Cost Estimates of an Amended SB 454
Non-refundable Tax Credit**

	2016	2017	2018	2019
Private Non-farm Employment	1,517,713	1,558,137	1,590,730	1,617,033
Employees (excluding < 6 employees)	1,360,717	1,396,959	1,426,181	1,449,763
Percent lacking paid sick leave	36%	36%	36%	36%
Employees without paid sick leave	483,666	496,549	506,936	515,318
Average sick days taken annually, self	4	4	4	4
Average sick days taken annually, dependent	1	1	1	1
Average annual wage income	\$51,770	\$53,600	\$55,577	\$57,639
Average daily income, all employees	\$199	\$206	\$214	\$222
Average daily income, no PSL currently	\$149	\$155	\$160	\$166

Marginal Impact (employees with new access to paid sick leave)

Total sick days taken annually	2,418,331	2,482,743	2,534,678	2,576,588
Total pay for sick days taken, \$M	\$361	\$384	\$406	\$428
Non-Refundable tax credit, \$M	\$235	\$332	\$380	\$412
Non-Refundable tax credit, with phase-out, \$M	\$145	\$205	\$235	\$254

Total Impact (all employees)

Total sick days taken annually	6,803,583	6,984,794	7,130,905	7,248,813
Total pay for sick days taken, \$M	\$1,355	\$1,440	\$1,524	\$1,607
Non-Refundable tax credit, \$M	\$881	\$1,244	\$1,426	\$1,544
Non-Refundable tax credit, with phase-out, \$M	\$429	\$606	\$695	\$752