

### Fiscal Estimate - 2005 Session

Original     
  Updated     
  Corrected     
  Supplemental

<b>LRB Number</b> <b>05-1117/1</b>	<b>Introduction Number</b> <b>AB-284</b>
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**Subject**  
 Employment discrimination based on conviction record; exception for educational agencies

**Fiscal Effect**

**State:**

No State Fiscal Effect  
 Indeterminate

<input type="checkbox"/> Increase Existing Appropriations <input type="checkbox"/> Decrease Existing Appropriations <input type="checkbox"/> Create New Appropriations	<input type="checkbox"/> Increase Existing Revenues <input type="checkbox"/> Decrease Existing Revenues	<input type="checkbox"/> Increase Costs - May be possible to absorb within agency's budget <input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Decrease Costs
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**Local:**

No Local Government Costs  
 Indeterminate

1. <input type="checkbox"/> Increase Costs <input type="checkbox"/> Permissive <input type="checkbox"/> Mandatory 2. <input type="checkbox"/> Decrease Costs <input type="checkbox"/> Permissive <input type="checkbox"/> Mandatory	3. <input type="checkbox"/> Increase Revenue <input type="checkbox"/> Permissive <input type="checkbox"/> Mandatory 4. <input type="checkbox"/> Decrease Revenue <input type="checkbox"/> Permissive <input type="checkbox"/> Mandatory	<b>5. Types of Local Government Units Affected</b> <input type="checkbox"/> Towns <input type="checkbox"/> Village <input type="checkbox"/> Cities <input type="checkbox"/> Counties <input type="checkbox"/> Others <input type="checkbox"/> School Districts <input type="checkbox"/> WTCS Districts
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<b>Fund Sources Affected</b>	<b>Affected Ch. 20 Appropriations</b>
<input type="checkbox"/> GPR <input type="checkbox"/> FED <input type="checkbox"/> PRO <input type="checkbox"/> PRS <input type="checkbox"/> SEG <input type="checkbox"/> SEGS	

<b>Agency/Prepared By</b> DHFS/ Donna Dunkel-Moore (608) 266-8156	<b>Authorized Signature</b> Andy Forsaith (608) 266-7684	<b>Date</b> 4/18/2005
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## Fiscal Estimate Narratives

DHFS 4/18/2005

LRB Number	05-1117/1	Introduction Number	AB-284	Estimate Type	Original
<b>Subject</b>					
Employment discrimination based on conviction record; exception for educational agencies					

### Assumptions Used in Arriving at Fiscal Estimate

Under current law, discrimination in employment based on a conviction record is prohibited, subject to certain exceptions. However, current law specifies that it is not employment discrimination because of a conviction record to refuse to employ or to terminate from employment an individual who has been convicted of a felony, misdemeanor, or other offense, the circumstances of which substantially relate to the circumstances of the particular job.

Assembly Bill 284 specifies that it is not employment discrimination because of a conviction record for an educational agency to refuse to employ or to terminate from employment an individual who has been convicted of a felony and who has not been pardoned for that felony, whether or not the circumstances of the felony substantially relate to the circumstances of the particular job.

This bill will not change current DHFS employment practices, and therefore, will have no fiscal impact upon DHFS.

It is unknown whether this bill would result in changes in employment practices of educational facilities, as defined in the bill, that are operated by counties or with whom counties contract to serve county clients. However, any changes that result from the bill are not expected to have a fiscal effect on county human services or social services departments.

### Long-Range Fiscal Implications