

Fiscal Estimate Narratives
DHFS 4/18/2005

LRB Number 05-2419/1	Introduction Number SB-151	Estimate Type Original
Subject 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.

Senate Bill 151 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