

Fiscal Estimate - 2007 Session

Original
 Updated
 Corrected
 Supplemental

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|---|--|--------------------------|
| LRB Number 07-0663/1 | Introduction Number AB-0102 | |
| Description Prohibiting use of social security numbers on state civil service examinations, prohibiting requests by merchants for customers' social security numbers, posting certain personal information in government records on the Internet, prohibiting access to certain public records and employer records containing the social security numbers of individuals, prohibiting a register of deeds from recording certain instruments that contain more than a partial social security number, prohibiting the number of credit inquiries as a factor in credit reports, granting rule-making authority, and providing penalties | | |
| Fiscal Effect State: <input type="checkbox"/> No State Fiscal Effect <input type="checkbox"/> Indeterminate <input checked="" type="checkbox"/> Increase Existing Appropriations <input type="checkbox"/> Increase Existing Revenues <input checked="" type="checkbox"/> Increase Costs - May be possible to absorb within agency's budget <input type="checkbox"/> Decrease Existing Appropriations <input type="checkbox"/> Decrease Existing Revenues <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Create New Appropriations <input type="checkbox"/> Decrease Costs | | |
| Local: <input type="checkbox"/> No Local Government Costs <input checked="" type="checkbox"/> Indeterminate 1. <input type="checkbox"/> Increase Costs 3. <input type="checkbox"/> Increase Revenue 5. Types of Local Government Units Affected <input type="checkbox"/> Permissive <input type="checkbox"/> Mandatory <input type="checkbox"/> Permissive <input type="checkbox"/> Mandatory <input type="checkbox"/> Towns <input type="checkbox"/> Village <input type="checkbox"/> Cities 2. <input type="checkbox"/> Decrease Costs 4. <input type="checkbox"/> Decrease Revenue <input type="checkbox"/> Counties <input type="checkbox"/> Others <input type="checkbox"/> Permissive <input type="checkbox"/> Mandatory <input type="checkbox"/> Permissive <input type="checkbox"/> Mandatory <input type="checkbox"/> School Districts <input type="checkbox"/> WTCS Districts | | |
| Fund Sources Affected Affected Ch. 20 Appropriations <input checked="" type="checkbox"/> GPR <input type="checkbox"/> FED <input type="checkbox"/> PRO <input type="checkbox"/> PRS <input type="checkbox"/> SEG <input type="checkbox"/> SEGS | | |
| Agency/Prepared By OSER/ Patricia Almond (608) 266-1499 | Authorized Signature Yer Vang (608) 267-1023 | Date 3/12/2007 |

Fiscal Estimate Narratives

OSER 3/12/2007

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|--|-----------|---------------------|---------|---------------|----------|
| LRB Number | 07-0663/1 | Introduction Number | AB-0102 | Estimate Type | Original |
| Description Prohibiting use of social security numbers on state civil service examinations, prohibiting requests by merchants for customers' social security numbers, posting certain personal information in government records on the Internet, prohibiting access to certain public records and employer records containing the social security numbers of individuals, prohibiting a register of deeds from recording certain instruments that contain more than a partial social security number, prohibiting the number of credit inquiries as a factor in credit reports, granting rule-making authority, and providing penalties | | | | | |

Assumptions Used in Arriving at Fiscal Estimate

Currently, Social Security Numbers (SSN) are used in WiscJobs, the State's secure human resources database system used for recruitment, veterans preference, Disabled Expanded Certification verification and employment equity, for the purpose of verifying identification of each applicant. They are also used on multiple choice exams at the exam center for the purpose of ensuring each exam is attributed to the correct and eligible applicant to forestall system abuse. Access to an individual's information is restricted to OSER and agency/campus Human Resources personnel and on the public side to the applicant for their own information. All other access to an individual's information is denied. Access to the information in WiscJobs is controlled on the internal side through the assignment of specific security roles; and on the public side through the creation of a unique user logon and password. This information is not posted anywhere on the website.

Our interpretation of the language is that we would still be able to collect this information on the application form and have the information in our secure system, but not be able to provide access to the information except to persons who have been granted permission. We would not be able to have the entire SSN on the examination itself, including applicant responses to questions on a scan sheet or a paper response.

Wiscjobs' system is created such that we need a way to connect the application with the examination for proper attribution of the scores to the correct applicant. The inability to use the SSN for this process would be problematic at an exam center when there are hundreds of applicants. It would be desirable to allow use of the SSN on the scantron sheets at the exam centers. Currently individuals who do not want their SSN used, can be given a random 9-digit number assigned by OSER.

Any significant change such as eliminating SSNs would require us to reprogram to update the database to account for the applicant assigned number and the center, modify the feeds to account for these new fields, and match up records accordingly. NBS and UWT&E would have to key and/or scan these new fields and update their output that they send to us. These changes would result in increased programming and other costs to the state.

Also, there is a unique identifier within WiscJobs that is assigned to an applicant, but if they apply with a changed surname or address, they would be assigned a different identifier so it would not be unique anymore. They also would not have that identifier in the system when they first come to the exam center to take an exam and would not know or remember that identifier at other times. More computers and WiscJobs secured personnel would need to be at each Exam Centers and/or in the OSER offices for every monthly exam center in order to correctly allow for identifying applicants and assigning them the WiscJobs unique ID; this would be a considerable fiscal impact to the state and a time-consuming inconvenience for the applicants.

To eliminate the use of the SSN and DOB in the civil service system would involve extensive changes to the system and all documents that catch the information necessary to hire a person. In order to meet this requirement, reprogramming of WiscJobs would be required (e.g. to create a new identifying number that could be used in lieu of the SSN in approximately 73 different parts of the program). Estimated cost for reprogramming alone would be \$7,150.00. Additional time and cost would be necessary to change the forms and systems used to enter the scores of applicants and attach them to the correct examination and recruitment.

Long-Range Fiscal Implications