

Fiscal Estimate Narratives

DWD 12/23/2013

LRB Number	13-2794/1	Introduction Number	AB-0529	Estimate Type	Original
Description Employment discrimination on the basis of family status					

Assumptions Used in Arriving at Fiscal Estimate

AB-529 amends the definition of employment discrimination to add the basis of family status, which is defined as 1) having the responsibility for the full-time or part-time care of a child, spouse, domestic partner, parent, or other relative; or 2) being married to or in a domestic partnership with a particular person or being a relative of a particular person.

The Department of Workforce Development Equal Rights Division projects this amendment will create approximately an additional 100 employment discrimination complaints per year. The Equal Rights Division estimates one additional fulltime Equal Rights Officer -Senior position will be needed to investigate and handle this workload in a timely manner. The Equal Rights Division also estimates one additional fulltime Attorney (Administrative Law Judge) may be needed to handle the legal case load in a timely manner. The estimated one time start up costs for the 2 fulltime FTE positions would total \$5,750. The annualized cost for these 2 FTE would total \$217,545. The annualized costs include salary, fringe, general administration and overhead costs. The DWD Equal Rights Division is currently funded from GPR. The additional costs would need to be provided through an increase in the DWD's GPR funding.

Long-Range Fiscal Implications

Fiscal Estimate Worksheet - 2013 Session

Detailed Estimate of Annual Fiscal Effect

Original
 Updated
 Corrected
 Supplemental

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Description Employment discrimination on the basis of family status			
I. One-time Costs or Revenue Impacts for State and/or Local Government (do not include in annualized fiscal effect): One time start-up costs for the 2 FTE positions would total \$5,750 for desk, chair, computer/monitor, file cabinet, and miscellaneous office supplies.			
II. Annualized Costs:		Annualized Fiscal Impact on funds from:	
		Increased Costs	Decreased Costs
A. State Costs by Category			
State Operations - Salaries and Fringes		\$179,500	\$
(FTE Position Changes)		(2.0 FTE)	
State Operations - Other Costs		38,045	
Local Assistance			
Aids to Individuals or Organizations			
TOTAL State Costs by Category		\$217,545	\$
B. State Costs by Source of Funds			
GPR		217,545	
FED			
PRO/PRS			
SEG/SEG-S			
III. State Revenues - Complete this only when proposal will increase or decrease state revenues (e.g., tax increase, decrease in license fee, etc.)			
		Increased Rev	Decreased Rev
GPR Taxes		\$	\$
GPR Earned			
FED			
PRO/PRS			
SEG/SEG-S			
TOTAL State Revenues		\$	\$
NET ANNUALIZED FISCAL IMPACT			
		<u>State</u>	<u>Local</u>
NET CHANGE IN COSTS		\$217,545	\$
NET CHANGE IN REVENUE		\$	\$
Agency/Prepared By		Authorized Signature	Date
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