

FISCAL ESTIMATE
DOA-2048 N(R10/94)

ORIGINAL
 CORRECTED
 UPDATED
 SUPPLEMENTAL

1999 Session

LRB or Bill No./Adm. Rule No.
SB 238 (99-3512/1)

Amendment No. If Applicable

Subject

Permits Employment Discrimination Based on Felony Conviction Record

Fiscal Effect

State: No State Fiscal Effect

Check columns below only if bill makes a direct appropriation or affects a sum certain appropriation

- Increase Existing Appropriation
- Decrease Existing Appropriation
- Create New Appropriation

- Increase Existing Revenues
- Decrease Existing Revenues

- Increase Costs - May be possible to Absorb Within Agency's Budget Yes No
- Decrease Costs

Local: No local government costs

- 1. Increase Costs
- Permissive Mandatory
- 2. Decrease Costs
- Permissive Mandatory

- 3. Increase Revenues
- Permissive Mandatory
- 4. Decrease Revenues
- Permissive Mandatory

5. Types of Local Governmental Units Affected:
- Towns Villages Cities
 - Counties Others
 - School Districts WTCS Districts

Fund Sources Affected

- GPR FED PRO PRS SEG SEG-S

Affected Ch. 20 Appropriations

Assumptions Used in Arriving at Fiscal Estimate

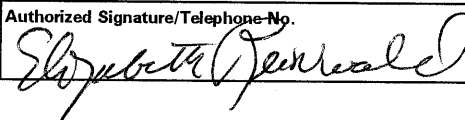
This bill permits an employer to refuse to hire or to terminate an employe based on a felony conviction record even if the actions for which the felon was convicted do not relate to the duties of the job.

This bill would not have a direct fiscal impact on state employers. However, since employers would be allowed to use conviction records in hiring and other personnel actions, they may begin requesting applicants to supply information on conviction records and conducting criminal background checks where currently not permitted. This extra activity may require additional staff time, revised application materials and redesign of the state's computerized applicant tracking system. It is impossible to determine the resulting cost impact.

Long-Range Fiscal Implications

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Date

9/30/99