

<input checked="" type="checkbox"/> Original <input type="checkbox"/> Updated <input type="checkbox"/> Corrected <input type="checkbox"/> Supplemental	1999 Session LRB or Bill No. -- Adm. Rule No. SB-238 --LRB-3512/1
Amendment No. if Applicable	

FISCAL ESTIMATE
DOA-2048 N(R10/94)

Subject
EQUAL RIGHTS

Fiscal Effect

State: No State Fiscal Effect

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

<input type="checkbox"/> Increase Existing Appropriation <input type="checkbox"/> Increase Existing Revenues <input type="checkbox"/> Decrease Existing Appropriation <input type="checkbox"/> Decrease Existing Revenues <input type="checkbox"/> Create New Appropriation	<input type="checkbox"/> Increase Costs - May be possible to Absorb Within Agency's Budget <input type="checkbox"/> Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> Decrease Costs
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Local: No local government costs

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 Revenues <input type="checkbox"/> Permissive <input type="checkbox"/> Mandatory 4. <input type="checkbox"/> Decrease Revenues <input type="checkbox"/> Permissive <input type="checkbox"/> Mandatory	5. Types of Local Government Units Affected <input checked="" type="checkbox"/> Towns <input checked="" type="checkbox"/> Villages <input checked="" type="checkbox"/> Cities <input checked="" type="checkbox"/> Counties <input type="checkbox"/> Others <input checked="" type="checkbox"/> School Districts <input checked="" type="checkbox"/> WTCS Districts
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Fund Sources Affected: <input checked="" type="checkbox"/> GPR <input type="checkbox"/> FED <input type="checkbox"/> PRO <input type="checkbox"/> PRS <input type="checkbox"/> SEG <input type="checkbox"/> SEG-S	Affected Ch. 20 Appropriations: 445(1)(a)
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Assumptions Used in Arriving at Fiscal Estimate

This bill specifies that it is not employment discrimination for an employer to refuse to employ or to terminate from employment any individual who has been convicted of a felony, misdemeanor or other offense, and who has not been pardoned. The Equal Rights Division of the Department of Workforce Development receives approximately 100 cases per year that allege discrimination based solely on conviction record. There are additional cases filed that include another basis in addition to conviction record which would still be part of the division workload. An Equal Rights Officer is expected to complete 132 cases per year. Passage of this legislation would therefore result in a decrease in workload sufficient to reduce Equal Rights Officer staffing by .75 FTE (100 cases/132 cases = .75 FTE) The .75 FTE reduction translates into a reduction of approximately \$34,200.00 (\$25,600 in salary and fringes and \$8,600 in supplies and services).

Informational brochures on the law that are published by the Equal Rights Division will need to be reprinted at an estimated cost of \$1,000 (GPR funded). This cost may be absorbed within the Equal Rights Division's budget.

This bill is unlikely to have any significant impact on local government costs since only the small number of local governments that have a related case would have had costs.

Long-Range Fiscal Implications

This bill may result in a long-range reduction in the total number of cases filed because complainants could no longer file complaints based on conviction record. The extent of the long-range reduction is unclear because some of the complainants who formerly filed complaints based on conviction record may now choose to file on another basis.

Agency/Prepared by:(Name & Phone No.) DWD / LeAnna Ware (Not Available) 260-1997	Authorized Signature/Telephone No. 	Date 2/24/99
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FISCAL ESTIMATE WORKSHEET

1999 Session

Detailed Estimate of Annual Fiscal Effect DOA-2047(R10/94)	<input checked="" type="checkbox"/> Original	<input type="checkbox"/> Updated	LRB or Bill No./Adm Rule No. SB-238 / LRB-3512/1	Amendment No.
	<input type="checkbox"/> Corrected	<input type="checkbox"/> Supplemental		

Subject
EQUAL RIGHTS

I. One-time Costs or Revenue Impacts for State and/or Local Government (do not include in annualized fiscal effect):
There will be an estimated one-time cost of \$1,000.00 for reprinting of information materials related to this bill.

II. Annualized Costs:	Annualized Fiscal Impact on State funds from:	
	Increased Costs	Decreased Costs
A. State Costs by Category		
State Operations - Salaries and Fringes	\$0	- \$-25,600
(FTE Position Changes)	(FTE)	(- -0.75FTE)
State Operations - Other Costs	\$0	- \$-8,600
Local Assistance	\$0	- \$0
Aids to Individuals or Organizations	\$0	- \$0
TOTAL State Costs by Category	\$0	- \$-34,200
B. State Costs by Source of Funds	Increased Costs	Decreased Costs
GPR	\$0	- \$-34,200
FED	\$0	- \$0
PRO/PRS	\$0	- \$0
SEG/SEG-S	\$0	- \$0
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	\$0	- \$0
GPR Earned	\$0	- \$0
FED	\$0	- \$0
PRO/PRS	\$0	- \$0
SEG/SEG-S	\$0	- \$0
TOTAL State Revenues:	\$0	- \$0

NET ANNUALIZED FISCAL IMPACT

	<u>STATE</u>	<u>LOCAL</u>
Net Change in Costs:	\$-34,200	\$0
Net Change in Revenues:	\$0	\$0

Agency/Prepared by:(Name & Phone No.) DWD / LeAnna Ware (Not Available) 266-1997	Authorized Signature/Telephone No. 	Date 2/24/99
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