

FISCAL ESTIMATE
DOA-2048 N(R10/94)

- ORIGINAL
- CORRECTED
- UPDATED
- SUPPLEMENTAL

LRB or Bill No/Adm. Rule No.
LRB-1621/1 AB 186
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. <input type="checkbox"/> Increase Costs | 3. <input type="checkbox"/> Increase Revenues | 5. Types of Local Governmental 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 Revenues | <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

- 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 employee 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 not possible to determine the resulting cost impact.

Similar costs might be incurred by local government employers if they choose to do more background investigation than is currently done. Local governments that choose to use felony convictions to terminate employees or refuse to hire applicants might incur costs in revising hiring procedures, systems and forms. The extra steps could lead to longer term vacancies and the costs associated with delay in filling positions. It is not possible to determine these costs

Long-Range Fiscal Implications

Agency/Prepared by: (Name & Phone No.)
Department of Employment Relations
Elizabeth Reinwald 266-5316

Authorized Signature/Telephone No.
Elizabeth Reinwald

Date
3/13/01