

<input checked="" type="checkbox"/> Original <input type="checkbox"/> Updated <input type="checkbox"/> Corrected <input type="checkbox"/> Supplemental	2001 Session LRB or Bill No. -- Adm. Rule No. ASSEMBLY BILL 186 --LRB-1621/1
FISCAL ESTIMATE DOA-2048 N(R10/94)	Amendment No. if Applicable

Subject
EMPLOYMENT DISCRIMINATION

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 checked="" type="checkbox"/> Increase Costs - May be possible to Absorb Within Agency's Budget <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input 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 type="checkbox"/> Towns <input type="checkbox"/> Villages <input type="checkbox"/> Cities <input type="checkbox"/> Counties <input type="checkbox"/> Others <input type="checkbox"/> School Districts <input 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 and who has not been pardoned for that felony. 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 that would still be part of the division workload. Information is not collected as to how many of the conviction record cases involve felony convictions, however a review of cases filed this year indicates that approximately one-half (or 50 cases) involve felony convictions. An Equal Rights Officer is expected to complete 132 cases per year. Passage of this legislation would therefore not have a significant enough impact on the workload of the division to result in decreased costs. Informational brochures on the law that are published by the Equal Rights Division will need to be reprinted at an estimated cost of \$2,000 (GPR funded). This cost will be absorbed within the Equal Rights Division's budget.

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

Long-Range Fiscal Implications

No long range fiscal impact on the division is anticipated.

Agency/Prepared by:(Name & Phone No.) DWD / Ware, LeAnna (266-1997)	Authorized Signature/Telephone No. 267-3200	Date 3-12-01
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FISCAL ESTIMATE WORKSHEET

2001 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. ASSEMBLY BILL 186 / LRB-1621/1	Amendment No.
	<input type="checkbox"/> Corrected	<input type="checkbox"/> Supplemental		

Subject
EMPLOYMENT DISCRIMINATION

I. One-time Costs or Revenue Impacts for State and/or Local Government (do not include in annualized fiscal effect):
\$2,000 for reprinting educational materials.

II. Annualized Costs:	Annualized Fiscal Impact on State funds from:	
A. State Costs by Category	Increased Costs	Decreased Costs
State Operations - Salaries and Fringes	\$0	-\$0
(FTE Position Changes)	(FTE)	(- FTE)
State Operations - Other Costs	\$0	-\$0
Local Assistance	\$0	-\$0
Aids to Individuals or Organizations	\$0	-\$0
TOTAL State Costs by Category	\$0	-\$0
B. State Costs by Source of Funds	Increased Costs	Decreased Costs
GPR	\$0	-\$0
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:	\$0	\$0
Net Change in Revenues:	\$0	\$0

Agency/Prepared by:(Name & Phone No.) DWD / Ware, LeAnna (266-1997)	Authorized signature/Telephone No. 267-3200	Date 3-12-01
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