

Fiscal Estimate Narratives

DER 5/30/2003

LRB Number 03-2473/1	Introduction Number AB-353	Estimate Type Original
Subject Employment discriminatin based on conviction record; exception for convicted felons		

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 whether or not the circumstances of the felony substantially relate to the duties of the particular 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 for all jobs, 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.

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 convictionst 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 the resulting cost impact.

Long-Range Fiscal Implications