



**Fiscal Estimate Narratives**

**DWD 10/17/2003**

LRB Number <b>03-0935/1</b>	Introduction Number <b>AB-581</b>	Estimate Type <b>Original</b>
<b>Subject</b> Discrimination against employee who discloses compensation		

**Assumptions Used in Arriving at Fiscal Estimate**

This bill specifies that an employee may disclose his or her compensation to anyone and an employer may not discriminate against an employee who makes such a disclosure. The Equal Rights Division of the Department of Workforce Development anticipates that it will receive less than ten cases per year that allege discrimination based on disclosure of compensation. Passage of this legislation would therefore have no significant impact on the workload of the division. Informational brochures on the law that are published by the Equal Rights Division will need to be reprinted at a base cost of \$1,500 GPR. This cost will be absorbed by the agency.

This bill is also unlikely to have any significant impact on local government costs since local governments do not usually prohibit release of compensation information.

**Long-Range Fiscal Implications**

No long range fiscal implications.

## Fiscal Estimate Worksheet - 2003 Session

Detailed Estimate of Annual Fiscal Effect

Original     
  Updated     
  Corrected     
  Supplemental

<b>LRB Number</b> <b>03-0935/1</b>		<b>Introduction Number</b> <b>AB-581</b>	
<b>Subject</b>			
Discrimination against employee who discloses compensation			
<b>I. One-time Costs or Revenue Impacts for State and/or Local Government (do not include in annualized fiscal effect):</b>			
Informational brochures on the law that are published by the Equal Rights Division will need to be reprinted at a base cost of \$1,500 GPR.			
<b>II. Annualized Costs:</b>		<b>Annualized Fiscal Impact on funds from:</b>	
		Increased Costs	Decreased Costs
<b>A. State Costs by Category</b>			
State Operations - Salaries and Fringes	\$0		0
(FTE Position Changes)			
State Operations - Other Costs			
Local Assistance			
Aids to Individuals or Organizations			
<b>TOTAL State Costs by Category</b>	<b>\$0</b>		<b>\$0</b>
<b>B. State Costs by Source of Funds</b>			
GPR	0		0
FED			
PRO/PRS			
SEG/SEG-S			
<b>III. State Revenues - Complete this only when proposal will increase or decrease state revenues (e.g., tax increase, decrease in license fee, ets.)</b>			
	Increased Rev		Decreased Rev
GPR Taxes	\$0		\$0
GPR Earned			
FED			
PRO/PRS			
SEG/SEG-S			
<b>TOTAL State Revenues</b>	<b>\$0</b>		<b>\$0</b>
<b>NET ANNUALIZED FISCAL IMPACT</b>			
	<u>State</u>		<u>Local</u>
NET CHANGE IN COSTS	\$0		\$0
NET CHANGE IN REVENUE	\$0		\$0
<b>Agency/Prepared By</b>			
DWD/ LeAnna Ware (608) 266-1997		<b>Authorized Signature</b>	
		JoAnna Richard (608) 266-3131	
		<b>Date</b>	
		10/17/2003	