

Fiscal Estimate - 2003 Session

Original
 Updated
 Corrected
 Supplemental

LRB Number 03-3404/1 **Introduction Number** **SB-282**

Subject
 Employment discrimination based on military status; performance of active service

Fiscal Effect

State:

- No State Fiscal Effect
- Indeterminate
 - Increase Existing Appropriations
 - Decrease Existing Appropriations
 - Create New Appropriations
- 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
- Indeterminate
- 1. Increase Costs
 - Permissive Mandatory
- 2. Decrease Costs
 - Permissive Mandatory
- 3. Increase Revenue
 - Permissive Mandatory
- 4. Decrease Revenue
 - Permissive Mandatory
- 5. Types of Local Government Units Affected
 - Towns Village Cities
 - Counties Others
 - School Districts WTCS Districts

Fund Sources Affected **Affected Ch. 20 Appropriations**

GPR FED PRO PRS SEG SEGS

Agency/Prepared By	Authorized Signature	Date
OSER/ Susan Crawford (608) 266-2890	Susan Crawford (608) 266-2890	10/24/2003

Fiscal Estimate Narratives

OSER 10/24/2003

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Subject Employment discrimination based on military status; performance of active service		

Assumptions Used in Arriving at Fiscal Estimate

SB 282 broadens the scope of prohibited employment discrimination on the basis of military status. Currently, the law prohibits employment discrimination based on membership in state and United States military forces. The bill prohibits employment discrimination because an individual has applied for membership in a military force, performs or has performed active service, or has an obligation to perform active service.

Under state civil service requirements found in Wis. Stat. Ch. 230, classified appointments and other civil service employment-related decisions must be merit-based and job-related, which implicitly forbids discrimination on the basis of non-job-related factors such as military status. The state's current employment practices would not need to be altered to comply with the bill. Thus, the bill would have no fiscal impact on the Office of State Employment Relations or other state agencies.

Likewise, because the bill only requires local governments to refrain from discriminatory consideration of non-job-related factors in making employment decisions, the fiscal impact on local government to comply with the bill would be minimal.

Long-Range Fiscal Implications