

## Fiscal Estimate - 2007 Session

Original     
  Updated     
  Corrected     
  Supplemental

<b>LRB Number</b> <b>07-1961/1</b>	<b>Introduction Number</b> <b>AB-0260</b>
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**Description**  
 Permitting an employer to refuse to employ or to terminate from employment an individual who has been convicted of a sex offense or a violent offense and preempting cities, villages, town, and counties from adopting provisions concerning employment discrimination based on arrest or conviction record that prohibit activity that is allowed under the state fair employment law

**Fiscal Effect**

**State:**

<input type="checkbox"/> No State Fiscal Effect	<input type="checkbox"/> Indeterminate	<input type="checkbox"/> Increase Existing Revenues	<input checked="" type="checkbox"/> Increase Costs - May be possible to absorb within agency's budget
<input type="checkbox"/> Increase Existing Appropriations	<input type="checkbox"/> Decrease Existing Appropriations	<input type="checkbox"/> Decrease Existing Revenues	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
<input type="checkbox"/> Create New Appropriations			<input type="checkbox"/> Decrease Costs

**Local:**

<input checked="" type="checkbox"/> No Local Government Costs	<input type="checkbox"/> Indeterminate	<b>5. Types of Local Government Units Affected</b>	
1. <input type="checkbox"/> Increase Costs	3. <input type="checkbox"/> Increase Revenue	<input type="checkbox"/> Towns	<input type="checkbox"/> Village <input type="checkbox"/> Cities
<input type="checkbox"/> Permissive <input type="checkbox"/> Mandatory	<input type="checkbox"/> Permissive <input type="checkbox"/> Mandatory	<input type="checkbox"/> Counties	<input type="checkbox"/> Others
2. <input type="checkbox"/> Decrease Costs	4. <input type="checkbox"/> Decrease Revenue	<input type="checkbox"/> School Districts	<input type="checkbox"/> WTCS Districts
<input type="checkbox"/> Permissive <input type="checkbox"/> Mandatory	<input type="checkbox"/> Permissive <input type="checkbox"/> Mandatory		

<b>Fund Sources Affected</b>	<b>Affected Ch. 20 Appropriations</b>
<input checked="" type="checkbox"/> GPR <input type="checkbox"/> FED <input type="checkbox"/> PRO <input type="checkbox"/> PRS <input type="checkbox"/> SEG <input type="checkbox"/> SEGS 20.445 (1) (a)	

<b>Agency/Prepared By</b> DWD/ LeAnna Ware (608) 266-1997	<b>Authorized Signature</b> JoAnna Richard (608) 267-3200	<b>Date</b> 4/20/2007
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## Fiscal Estimate Narratives

DWD 4/20/2007

LRB Number	<b>07-1961/1</b>	Introduction Number	<b>AB-0260</b>	Estimate Type	<b>Original</b>
<b>Description</b> Permitting an employer to refuse to employ or to terminate from employment an individual who has been convicted of a sex offense or a violent offense and preempting cities, villages, town, and counties from adopting provisions concerning employment discrimination based on arrest or conviction record that prohibit activity that is allowed under the state fair employment law					

### Assumptions Used in Arriving at Fiscal Estimate

This bill specifies that it is not employment discrimination under the Fair Employment Law for an employer to refuse to employ or to terminate from employment any individual who has been convicted of a sex offense or a violent offense. The bill also includes preemption provisions.

The Equal Rights Division of the Department of Workforce Development enforces the Fair Employment Law and receives less than fifty cases per year that allege discrimination based on a conviction that would be exempted. Although passage of this legislation may result in a small reduction in case load because of the removal of protection for some potential complainants, the case load reduction would not be significant enough to result in an overall decrease in costs, since each Equal Rights Officer is expected to handle 132 cases per year. The preemption provisions of the bill will have no impact on the Equal Rights Division case load.

Informational brochures on the law that are published by the Equal Rights Division will need to be reprinted at a one-time cost of \$2,000 GPR. This cost will be absorbed by the agency.

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

### Long-Range Fiscal Implications

This bill does not have long-range fiscal implications for the Equal Rights Division.

## Fiscal Estimate Worksheet - 2007 Session

Detailed Estimate of Annual Fiscal Effect

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<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 one-time cost of \$2,000 GPR. This cost will be absorbed by the agency.			
<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)	(0.0 FTE)	(0.0 FTE)	
State Operations - Other Costs	0	0	
Local Assistance	0	0	
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	0	0	
PRO/PRS	0	0	
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, etc.)</b>			
	Increased Rev	Decreased Rev	
GPR Taxes	\$0	\$0	
GPR Earned	0	0	
FED	0	0	
PRO/PRS	0	0	
SEG/SEG-S			
<b>TOTAL State Revenues</b>	<b>\$0</b>	<b>\$0</b>	
<b>NET ANNUALIZED FISCAL IMPACT</b>			
	State	Local	
NET CHANGE IN COSTS	\$0	\$	
NET CHANGE IN REVENUE	\$0	\$	
<b>Agency/Prepared By</b>		<b>Authorized Signature</b>	<b>Date</b>
DWD/ LeAnna Ware (608) 266-1997		JoAnna Richard (608) 267-3200	4/20/2007