

## Fiscal Estimate - 2007 Session

Original       Updated       Corrected       Supplemental

LRB Number <b>07-0476/1</b>		Introduction Number <b>AB-0070</b>	
<b>Description</b> Employment discrimination based on veteran status and employment of veterans in the state civil service, local government, and school districts			
<b>Fiscal Effect</b>			
<b>State:</b>			
<input type="checkbox"/> No State Fiscal Effect			
<input type="checkbox"/> Indeterminate			
<input type="checkbox"/> Increase Existing Appropriations		<input type="checkbox"/> Increase Existing Revenues	
<input type="checkbox"/> Decrease Existing Appropriations		<input type="checkbox"/> Decrease Existing Revenues	
<input type="checkbox"/> Create New Appropriations		<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			
<b>Local:</b>			
<input type="checkbox"/> No Local Government Costs			
<input checked="" type="checkbox"/> Indeterminate			
5. Types of Local Government Units Affected			
1. <input type="checkbox"/> Increase Costs		3. <input type="checkbox"/> Increase Revenue	
<input type="checkbox"/> Permissive <input type="checkbox"/> Mandatory		<input type="checkbox"/> Permissive <input type="checkbox"/> Mandatory	
2. <input type="checkbox"/> Decrease Costs		4. <input type="checkbox"/> Decrease Revenue	
<input type="checkbox"/> Permissive <input type="checkbox"/> Mandatory		<input type="checkbox"/> Permissive <input type="checkbox"/> Mandatory	
		<input type="checkbox"/> Towns <input type="checkbox"/> Village <input type="checkbox"/> Cities	
		<input type="checkbox"/> Counties <input type="checkbox"/> Others	
		<input type="checkbox"/> School Districts <input type="checkbox"/> WTCS Districts	
<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>		<b>Authorized Signature</b>	
DWD/ LeAnna Ware (608) 266-1997		JoAnna Richard (608) 267-3200	
		<b>Date</b>	
		2/23/2007	

## Fiscal Estimate Narratives

DWD 2/27/2007

LRB Number	07-0476/1	Introduction Number	AB-0070	Estimate Type	Original
<b>Description</b> Employment discrimination based on veteran status and employment of veterans in the state civil service, local government, and school districts					

### Assumptions Used in Arriving at Fiscal Estimate

This bill impacts the Equal Rights Division of the Department of Workforce Development in that it modifies the wording in the Fair Employment Law to substitute the terms "military status" or "veteran status" for "membership in the national guard, state defense force or any reserve component of the military force of the United States or this state" and specifies what is covered by military status and veteran status. The new definition of military status and the addition of veteran status is somewhat broader than the old language. The bill also makes other changes to the hiring process for classified positions in state and local governments. The impact of these changes will be addressed in fiscal notes from other agencies; however there may be a cost for both state and local governments.

Passage of this bill may cause a small increase in work load for the Equal Rights Division, but not significant enough to require increased staff, since an Equal Rights Officer is expected to complete 132 cases per year. Currently the division receives less than ten cases per year alleging discrimination by an employer because of military status. 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.

The Fair Employment portion of the bill is also unlikely to have any significant impact on local government costs since only the small number of local governments that have a related case would have any costs.

### Long-Range Fiscal Implications

The Fair Employment portion of the bill will not have long range fiscal implications.

## Fiscal Estimate Worksheet - 2007 Session

Detailed Estimate of Annual Fiscal Effect

Original     
  Updated     
  Corrected     
  Supplemental

<b>LRB Number</b> 07-0476/1		<b>Introduction Number</b> AB-0070	
<b>Description</b> Employment discrimination based on veteran status and employment of veterans in the state civil service, local government, and school districts			
<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 an estimated cost of \$2,000 (GPR funded).			
<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	0	0	
<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	0	0	
<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	0	0	
<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>			
DWD/ LeAnna Ware (608) 266-1997		<b>Authorized Signature</b>	
		JoAnna Richard (608) 267-3200	
<b>Date</b>			
2/23/2007			