

Fiscal Estimate Narratives

DWD 2/9/2009

| | | |
|---|------------------------------------|-------------------------------|
| LRB Number 09-0746/1 | Introduction Number AB-0030 | Estimate Type Original |
| Description Employer monitoring of employee electronic mail usage | | |

Assumptions Used in Arriving at Fiscal Estimate

This bill prohibits any employer from monitoring employee electronic mail usage, except with written notice to the employee and for the purposes specified in this bill. The bill provides that any complaints about potential violations of the provisions of this bill be processed using the same system currently used by the Equal Rights Division for complaints under the Fair employment Law (ss. 111.39).

The department anticipates passage of this bill will result in 150 additional complaints filed with the Equal Rights Division each year alleging violations of this bill. An Equal Rights Officer - Senior can investigate 132 complaints per year and therefore the department anticipates it will need at least one additional Equal Rights Officer - Senior to investigate and make determinations on these complaints at an annual cost of \$85,691 in salary, fringe benefits, supplies and service costs. A one-time of \$6,500 will be incurred to supply and equip the new Equal Rights Officer position.

The department anticipates passage of this bill will also result in approximately 50 additional hearings per year processed by Administrative Law Judges. The department will attempt to absorb this increased workload.

Local governments may incur costs with passage of this bill to provide the periodic notices to employees that the employer is monitoring their email. Additionally local governments will also be likely to receive some complaints filed against them under this law that will result in local government costs defending their actions in these cases.

Long-Range Fiscal Implications

The increase in case load for the department is likely to continue for the foreseeable future.

Fiscal Estimate Worksheet - 2009 Session

Detailed Estimate of Annual Fiscal Effect

Original
 Updated
 Corrected
 Supplemental

| | | | |
|---|-----------------|--|-----------------|
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| Description Employer monitoring of employee electronic mail usage | | | |
| I. One-time Costs or Revenue Impacts for State and/or Local Government (do not include in annualized fiscal effect): | | | |
| The department will incur a one-time cost of approximately \$2,000 for the printing of informational materials and \$6,500 for equipping an office for an Equal Rights Officer - Senior for a total one-time cost of \$8,500. | | | |
| II. Annualized Costs: | | Annualized Fiscal Impact on funds from: | |
| | | Increased Costs | Decreased Costs |
| A. State Costs by Category | | | |
| State Operations - Salaries and Fringes | \$66,541 | | \$ |
| (FTE Position Changes) | (1.0 FTE) | | |
| State Operations - Other Costs | 19,150 | | |
| Local Assistance | | | |
| Aids to Individuals or Organizations | | | |
| TOTAL State Costs by Category | \$85,691 | | \$ |
| B. State Costs by Source of Funds | | | |
| GPR | 85,691 | | |
| FED | | | |
| PRO/PRS | | | |
| SEG/SEG-S | | | |
| III. State Revenues - Complete this only when proposal will increase or decrease state revenues (e.g., tax increase, decrease in license fee, ets.) | | | |
| | Increased Rev | | Decreased Rev |
| GPR Taxes | \$ | | \$ |
| GPR Earned | | | |
| FED | | | |
| PRO/PRS | | | |
| SEG/SEG-S | | | |
| TOTAL State Revenues | \$ | | \$ |
| NET ANNUALIZED FISCAL IMPACT | | | |
| | State | | Local |
| NET CHANGE IN COSTS | \$85,691 | | \$ |
| NET CHANGE IN REVENUE | \$ | | \$ |
| Agency/Prepared By | | Authorized Signature | |
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| | | Date | |
| | | 2/9/2009 | |