

### Fiscal Estimate - 2019 Session

Original                     
  Updated                     
  Corrected                     
  Supplemental

|                             |                                   |
|-----------------------------|-----------------------------------|
| <b>LRB Number</b> 19-2692/1 | <b>Introduction Number</b> SB-367 |
|-----------------------------|-----------------------------------|

**Description**  
 prohibiting an employer from relying on information about a prospective employee's compensation when making employment decisions or inquiring about a prospective employee's compensation and from restricting an employee's right to disclose compensation information and allowing actions in circuit court and providing a penalty

**Fiscal Effect**

**State:**

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

**Local:**

|  |  |   |
|--|--|---|
| <input type="checkbox"/> No Local Government Costs                     | <b>5. Types of Local Government Units Affected</b>                     |   |
| <input type="checkbox"/> Indeterminate                                 |  |   |
| 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 type="checkbox"/> GPR <input type="checkbox"/> FED <input type="checkbox"/> PRO <input type="checkbox"/> PRS <input type="checkbox"/> SEG <input type="checkbox"/> SEGS |                                       |

|                                  |                                 |             |
|----------------------------------|---------------------------------|-------------|
| <b>Agency/Prepared By</b>        | <b>Authorized Signature</b>     | <b>Date</b> |
| UWS/ Aimee Arnold (608) 262-1544 | Renee Stephenson (608) 263-4422 | 9/9/2019    |

## Fiscal Estimate Narratives

UWS 9/9/2019

|   |                  |                     |               |               |                 |
|---|------------------|---------------------|---------------|---------------|-----------------|
| LRB Number  | <b>19-2692/1</b> | Introduction Number | <b>SB-367</b> | Estimate Type | <b>Original</b> |
| <b>Description</b><br>prohibiting an employer from relying on information about a prospective employee's compensation when making employment decisions or inquiring about a prospective employee's compensation and from restricting an employee's right to disclose compensation information and allowing actions in circuit court and providing a penalty |                  |                     |               |               |                 |

### Assumptions Used in Arriving at Fiscal Estimate

UW System policy does not include any of the following related to compensation information:

1. Soliciting information about the prospective employee's current or prior compensation before making an offer of employment. The bill also repeals a provision that gives employers the right to solicit such information.
2. Relying on information regarding the prospective employee's current or prior compensation when determining whether to make an offer of employment, or setting compensation when making an offer of employment to that prospective employee.
3. Requiring that the prospective employee's current or prior compensation meet certain criteria in order for the prospective employee to be considered for employment.
4. Refusing to hire the prospective employee for exercising his or her rights relating to compensation information.

The passage of this bill would require review and possible revision of posting information. Job posting language is periodically reviewed and updated, so this change would not represent any financial burden on the UW System.

### Long-Range Fiscal Implications