

### Fiscal Estimate - 2021 Session

Original     
  Updated     
  Corrected     
  Supplemental

LRB Number <b>21-3304/1</b>	Introduction Number <b>AB-0414</b>
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**Description**  
 anti-racism and anti-sexism training for employees of state government and local government

**Fiscal Effect**

**State:**

<input 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 checked="" 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 checked="" type="checkbox"/> Indeterminate	<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	
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	

<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> DPI/ Morgan Aschenbrenner (608) 264-9559	<b>Authorized Signature</b> Erin Fath (608) 266-2804	<b>Date</b> 7/1/2021
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## Fiscal Estimate Narratives

DPI 7/1/2021

LRB Number	21-3304/1	Introduction Number	AB-0414	Estimate Type	Original
<b>Description</b> anti-racism and anti-sexism training for employees of state government and local government					

### Assumptions Used in Arriving at Fiscal Estimate

This bill prohibits sex and race stereotyping in training provided to employees of local and state government. A political subdivision or state agency is prohibited from requiring an employee to attend a training that teaches, advocates, acts upon, or promotes race or sex stereotyping. The bill prohibits teaching that one race or sex is inherently superior to another race or sex and than an individual, by virtue of the individual's race or sex, bears responsibility for acts committed in the past by other individuals of the same race or sex.

Political subdivisions and state agencies are required, with some exceptions, to post on the Internet site of the subdivision or agency all training materials that are not required to be kept confidential.

If the Department of Revenue determines that a political subdivision has violated the sex and race stereotyping in training requirements and the political subdivision fails to come into compliance within 10 days of being notified of the violation, the political subdivision's shared revenue payment for the following year is reduced by 10 percent. If DOR determines that a political subdivision has later come into compliance with the requirements, DOR must pay the political subdivision the full amount of the shared revenue payment.

The bill allows a local or state employee to file a complaint with DOR regarding an alleged violation of the bill, and to file a civil action seeking declaratory or injunctive relief regarding an alleged violation of the bill. If the employee is successful in the civil action, the court must award the employee attorney fees.

The Department of Administration can determine that a state agency has violated the sex and race stereotyping in training requirements and the agency fails to come into compliance within 10 days of being notified of the violation, DOA must withhold 10 percent of the funding for all positions in the agency for the following year. If DOA determines that an agency has later come into compliance with the requirements, DOA must release the full funding for the positions.

State: Indeterminate

If DPI is out of compliance with the proposed bill and unable to come into compliance, DPI would have monies that are used to pay employee salaries reduced by 10 percent. This would have detrimental affects to the ability to of the organization to pay existing working staff. This could result in potential layoffs.

IF an local governmental unit (LGU) were to have its shared revenue reduced by 10 percent, the monies lapse to the state's general fund, which would increase state resources. The amount of state aid that would be withheld from LGUs because of this, lapses cannot reasonably be projected.

Local: Indeterminate

If an LGU is out of compliance with the proposed bill and is unable to come into compliance, its shared revenue payments for the following year would be reduced by 10 percent. This would result in significant impact on LGUs operations (potential for layoffs). It is indeterminate how many LGUs would be affected.

### Long-Range Fiscal Implications