

Fiscal Estimate Narratives

DWD 8/18/2009

LRB Number	09-1752/1	Introduction Number	AB-0367	Estimate Type	Original
Description Employment discrimination based on credit history					

Assumptions Used in Arriving at Fiscal Estimate

This bill prohibits an employer from discriminating against a person in employment based upon their credit rating unless the credit standing is substantially related to their ability to perform the job. The department will receive and process complaints filed under the provisions of this bill using the same process used to process other employment discrimination complaints under the Fair Employment Law (ss. 111.39 WI Stats.).

The department anticipates it will annually receive 150 complaints alleging violations of this bill's provisions. Since Equal Rights Officers normally investigate discrimination cases and an Equal Rights Officer-Senior can investigate 132 cases per year the department anticipates it will need at least one additional investigator to investigate these cases. An Equal Rights Officer-Senior costs the department \$78,036 in salary, fringes and supplies/services per position. Consequently the department would incur a cost of \$78,036 to investigate the cases anticipated each year.

With most types of employment discrimination cases about 1/3 of the cases filed require a hearing after the initial investigation is completed. The department therefore anticipates this bill will result in 50 additional hearings being held by the department each year. An Administrative Law Judge costs the department \$138,580 per year for salary, fringes and supplies/services. An Administrative Law Judge can process approximately 132 cases per year. The department anticipates it would need about 1/2 of an Administrative Law Judge position to process the annual cases at a cost of \$69,290.

The department will also incur a one-time cost of approximately \$2,000 for the printing of informational materials concerning this bill and \$9,750 for equipping offices for an Equal Rights Officer and an Administrative Law Judge.

Local governments will be subject to the provisions of this bill. The department anticipates some complaints concerning potential violations will be filed against government entities but it is impossible to predict how many at this time or the costs incurred by local government units in defending themselves in those cases.

Long-Range Fiscal Implications

The increased caseload will be on-going for the foreseeable future.

Fiscal Estimate Worksheet - 2009 Session

Detailed Estimate of Annual Fiscal Effect

Original
 Updated
 Corrected
 Supplemental

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Description Employment discrimination based on credit history			
I. One-time Costs or Revenue Impacts for State and/or Local Government (do not include in annualized fiscal effect):			
The department will incur costs of \$2,000 to develop and print informational materials concerning this bill and/or update current Fair Employment Law publications to reflect these changes. Additionally the department will incur costs of \$9,750 to set and equip offices for an Equal Rights Officer and an Administrative Law Judge.			
II. Annualized Costs:		Annualized Fiscal Impact on funds from:	
		Increased Costs	Decreased Costs
A. State Costs by Category			
	State Operations - Salaries and Fringes	\$118,600	\$
	(FTE Position Changes)	(1.5 FTE)	
	State Operations - Other Costs	28,725	
	Local Assistance		
	Aids to Individuals or Organizations		
	TOTAL State Costs by Category	\$147,325	\$
B. State Costs by Source of Funds			
	GPR	147,325	
	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, etc.)			
		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		\$147,325	\$
NET CHANGE IN REVENUE		\$	\$
Agency/Prepared By			
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Date			
8/18/2009			