

Fiscal Estimate - 2009 Session

Original
 Updated
 Corrected
 Supplemental

LRB Number 09-1938/1		Introduction Number AB-0064	
Description Employer monitoring of employee electronic mail usage			
Fiscal Effect			
State:			
<input type="checkbox"/> No State Fiscal Effect <input type="checkbox"/> Indeterminate			
<input type="checkbox"/> Increase Existing Appropriations <input type="checkbox"/> Decrease Existing Appropriations <input type="checkbox"/> Create New Appropriations		<input type="checkbox"/> Increase Existing Revenues <input type="checkbox"/> Decrease Existing Revenues <input checked="" type="checkbox"/> Increase Costs - May be possible to absorb within agency's budget <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> Decrease Costs	
Local:			
<input type="checkbox"/> No Local Government Costs <input type="checkbox"/> Indeterminate			
1. <input checked="" type="checkbox"/> Increase Costs <input type="checkbox"/> Permissive <input checked="" type="checkbox"/> Mandatory 2. <input type="checkbox"/> Decrease Costs <input type="checkbox"/> Permissive <input type="checkbox"/> Mandatory		3. <input type="checkbox"/> Increase Revenue <input type="checkbox"/> Permissive <input type="checkbox"/> Mandatory 4. <input type="checkbox"/> Decrease Revenue <input type="checkbox"/> Permissive <input type="checkbox"/> Mandatory	
5. Types of Local Government Units Affected <input checked="" type="checkbox"/> Towns <input checked="" type="checkbox"/> Village <input checked="" type="checkbox"/> Cities <input checked="" type="checkbox"/> Counties <input type="checkbox"/> Others <input checked="" type="checkbox"/> School Districts <input checked="" type="checkbox"/> WTCS Districts			
Fund Sources Affected		Affected Ch. 20 Appropriations	
<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)			
Agency/Prepared By		Authorized Signature	Date
DWD/ Robert Anderson (608) 266-3345		Jessica Erickson (608) 266-2284	2/27/2009

Fiscal Estimate Narratives

DWD 2/27/2009

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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 the bill. The bill provides that any complaints about violations of the provisions are processed using the same system currently used by the Equal Rights Division for complaints under the Fair Employment Law(ss.111. 39).

There is a cost to the Equal Rights Division of the department when legislation involves an expected increase in case load. The Equal Rights Division expects to receive at least 150 additional complaints per year as a result of these additions to the law. Since a Senior Equal Rights Officer is expected to investigate 132 complaints per year, at least one additional Equal Rights Officer will be needed in order to keep current with case loads, at an annual cost of \$78,036in salary,fringes benefits and supplies/services.

Passage of this legislation will also cause an increase in workload for Administrative Law Judges of approximately 50 cases per year. An administrative law judge can process about 132 cases per year. Consequently the department anticipates it will need an additional half-time Administrative Law Judge at an annual cost of \$69,290 in salary, fringe benefits and supplies/services.

The division will also incur a one-time cost of approximately \$2,000.00 for the printing of informational materials and \$6,500 for equipping an office for an Equal Rights Officer.

Local governments may have costs related to providing notice under the law. They will also be likely to receive complaints filed against them under this law, which will cause an increase in costs.

Long-Range Fiscal Implications

The increase in caseload for the Equal Rights Dvision is likely to continue into the foreseeable future.

Fiscal Estimate Worksheet - 2009 Session

Detailed Estimate of Annual Fiscal Effect

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i. One-time Costs or Revenue Impacts for State and/or Local Government (do not include in annualized fiscal effect):			
The division will incur a one-time cost of approximately \$2,000.00 for the printing of informational materials and \$6,500 for equipping an office for an Equal Rights Officer 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	\$118,364	\$
	(FTE Position Changes)	(1.5 FTE)	
	State Operations - Other Costs	28,725	
	Local Assistance		
	Aids to Individuals or Organizations		
	TOTAL State Costs by Category	\$147,089	\$
B. State Costs by Source of Funds			
	GPR	147,089	
	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	\$147,089	\$
	NET CHANGE IN REVENUE	\$	\$
Agency/Prepared By		Authorized Signature	Date
DWD/ Robert Anderson (608) 266-3345		Jessica Erickson (608) 266-2284	2/27/2009