



## Fiscal Estimate Narratives

DWD 3/19/2010

|   |                  |                     |               |               |                 |
|---|------------------|---------------------|---------------|---------------|-----------------|
| LRB Number  | <b>09-4426/1</b> | Introduction Number | <b>SB-612</b> | Estimate Type | <b>Original</b> |
| <b>Description</b><br>Prohibiting consideration of any conviction record of an applicant for employment before the applicant has been selected for an interview |                  |                     |               |               |                 |

### Assumptions Used in Arriving at Fiscal Estimate

Under current law an employer from the outset of the hiring process may take into consideration in making the hiring decision any conviction record a job applicant may have that is substantially related to job for which the person is applying. This legislation restricts an employer from considering or inquiring about a person's conviction record in the hiring process until such time as the individual has been selected for an employment interview.

The department assumes if this new legislative restriction is widely publicized that employers will comply with this provision. The department anticipates that fewer than 10 complaints a years will be filed alleging violations related to provisions of this bill. A senior level Equal Rights Officer - Senior has the capacity to investigate about 144 cases per year. Given this fact the department believes it can assume the increased workload.

The department does not anticipate that local governments will be impacted by this legislation to any greater extent than other employers and therefore it is assumed there will be no local impact.

The department anticipates one-time costs of \$2,000 to upgrade department publications to publicize the restrictions in this bill on inquiring about conviction records.

### Long-Range Fiscal Implications

None.

## Fiscal Estimate Worksheet - 2009 Session

Detailed Estimate of Annual Fiscal Effect

Original     
  Updated     
  Corrected     
  Supplemental

|  |   |  |                 |
|--|---|--|-----------------|
| <b>LRB Number</b> <b>09-4426/1</b>   |   | <b>Introduction Number</b> <b>SB-612</b>       |                 |
| <b>Description</b><br>Prohibiting consideration of any conviction record of an applicant for employment before the applicant has been selected for an interview  |   |  |                 |
| <b>I. One-time Costs or Revenue Impacts for State and/or Local Government (do not include in annualized fiscal effect):</b><br><br>The department anticipates one-time costs of \$2,000 to upgrade department publications to publicize the restrictions in this bill on inquiring about conviction records. |   |  |                 |
| <b>II. Annualized Costs:</b>   |   | <b>Annualized Fiscal Impact on funds from:</b> |                 |
|  |   | Increased Costs                                | Decreased Costs |
| <b>A. State Costs by Category</b>  |   |  |                 |
|  | State Operations - Salaries and Fringes | \$0  | \$              |
|  | (FTE Position Changes)                  |  |                 |
|  | State Operations - Other Costs          |  |                 |
|  | Local Assistance                        |  |                 |
|  | Aids to Individuals or Organizations    |  |                 |
|  | <b>TOTAL State Costs by Category</b>    | <b>\$0</b>                                     | <b>\$</b>       |
| <b>B. State Costs by Source of Funds</b>   |   |  |                 |
|  | GPR                                     | 0  |                 |
|  | FED                                     |  |                 |
|  | PRO/PRS                                 |  |                 |
|  | SEG/SEG-S                               |  |                 |
| <b>III. State Revenues - Complete this only when proposal will increase or decrease state revenues (e.g., tax increase, decrease in license fee, etc.)</b>   |   |  |                 |
|  |   | Increased Rev                                  | Decreased Rev   |
|  | GPR Taxes                               | \$   | \$              |
|  | GPR Earned                              |  |                 |
|  | FED                                     |  |                 |
|  | PRO/PRS                                 |  |                 |
|  | SEG/SEG-S                               |  |                 |
|  | <b>TOTAL State Revenues</b>             | <b>\$</b>                                      | <b>\$</b>       |
| <b>NET ANNUALIZED FISCAL IMPACT</b>  |   |  |                 |
|  |   | State  | Local           |
|  | NET CHANGE IN COSTS                     | \$0  | \$              |
|  | NET CHANGE IN REVENUE                   | \$   | \$              |
| <b>Agency/Prepared By</b>  |   | <b>Authorized Signature</b>                    | <b>Date</b>     |
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