

Fiscal Estimate Narratives

DWD 5/9/2011

LRB Number	11-1810/1	Introduction Number	AB-0122	Estimate Type	Original
Description Permitting an educational agency to refuse to employ or to terminate from employment an unpardoned felon					

Assumptions Used in Arriving at Fiscal Estimate

If passed, Assembly Bill 0122 would amend the Wisconsin Fair Employment Act by allowing educational agencies to terminate or to refuse to employ any individual who has been convicted of a felony and who has not been pardoned for that felony. The Department of Workforce Development enforces the provisions of the Wisconsin Fair Employment Act, which currently does not contain such an exception to the law prohibiting discrimination on the basis of conviction record.

The Department of Workforce Development receives an average of 350 complaints which contain allegations of conviction record discrimination each year. These complaints are filed against various employers in the state, not just educational agencies. Further, not all of these complaints involve convictions for crimes which are classified as felonies (some of the claims involve allegations of conviction record discrimination relating to misdemeanors). The Department of Workforce Development does not maintain a list of conviction record cases filed against educational agencies in particular. However, in the past three years only one complaint alleging discrimination on the basis of conviction record was filed against the Milwaukee Board of School Directors, which operates one of the largest educational agencies in the state. Therefore, it is assumed that, at the most, five fewer conviction record claims would be filed with the Department if this bill is passed. Since many complaints alleging discrimination on the basis of conviction record also contain allegations of discrimination on a separate basis (for example, race) there may be no reduction in the actual number of complaints filed with the Department.

If this bill is passed, the Department would be required to modify its publications concerning the Wisconsin Fair Employment Act. The Department estimates that the one-time cost for these modifications would be approximately \$2,000.

Long-Range Fiscal Implications

None.

Fiscal Estimate Worksheet - 2011 Session

Detailed Estimate of Annual Fiscal Effect

Original
 Updated
 Corrected
 Supplemental

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Description Permitting an educational agency to refuse to employ or to terminate from employment an unpardoned felon		
I. One-time Costs or Revenue Impacts for State and/or Local Government (do not include in annualized fiscal effect): Passage of this legislation will require the Department to update its publications on the Wisconsin Fair Employment Act. The Department estimates it will incur approximately \$2,000 in costs to replace those publications.		
II. Annualized Costs:	Annualized Fiscal Impact on funds from:	
	Increased Costs	Decreased Costs
A. State Costs by Category		
State Operations - Salaries and Fringes	\$0	\$0
(FTE Position Changes)	(0.0 FTE)	(0.0 FTE)
State Operations - Other Costs	0	0
Local Assistance	0	0
Aids to Individuals or Organizations	0	0
TOTAL State Costs by Category	\$0	\$0
B. State Costs by Source of Funds		
GPR	0	0
FED	0	0
PRO/PRS	0	0
SEG/SEG-S	0	0
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	\$0	\$0
GPR Earned	0	0
FED	0	0
PRO/PRS	0	0
SEG/SEG-S	0	0
TOTAL State Revenues	\$0	\$0
NET ANNUALIZED FISCAL IMPACT		
	<u>State</u>	<u>Local</u>
NET CHANGE IN COSTS	\$0	\$0
NET CHANGE IN REVENUE	\$0	\$0
Agency/Prepared By DWD/ Pamela Rasche (414) 227-4376		
Authorized Signature Georgia Maxwell (608) 266-2284		Date 5/9/2011