

COMMITTEE ON LEGISLATIVE RESEARCH
OVERSIGHT DIVISION

FISCAL NOTE

L.R. No.: 0105-03
Bill No.: SCS for SB 44
Subject: Crimes and Punishment; Employees and Employers
Type: Original
Date: April 16, 2015

Bill Summary: This proposal prohibits employers from inquiring into or considering the criminal records of applicants before offering a conditional offer of employment.

FISCAL SUMMARY

ESTIMATED NET EFFECT ON GENERAL REVENUE FUND			
FUND AFFECTED	FY 2016	FY 2017	FY 2018
Total Estimated Net Effect on General Revenue	\$0	\$0	\$0

ESTIMATED NET EFFECT ON OTHER STATE FUNDS			
FUND AFFECTED	FY 2016	FY 2017	FY 2018
Total Estimated Net Effect on <u>Other</u> State Funds	\$0	\$0	\$0

Numbers within parentheses: () indicate costs or losses.
This fiscal note contains 4 pages.

ESTIMATED NET EFFECT ON FEDERAL FUNDS			
FUND AFFECTED	FY 2016	FY 2017	FY 2018
Total Estimated Net Effect on <u>All</u> Federal Funds	\$0	\$0	\$0

ESTIMATED NET EFFECT ON FULL TIME EQUIVALENT (FTE)			
FUND AFFECTED	FY 2016	FY 2017	FY 2018
Total Estimated Net Effect on FTE	0	0	0

Estimated Net Effect (expenditures or reduced revenues) expected to exceed \$100,000 in any of the three fiscal years after implementation of the act.

ESTIMATED NET EFFECT ON LOCAL FUNDS			
FUND AFFECTED	FY 2016	FY 2017	FY 2018
Local Government	\$0	\$0	\$0

FISCAL ANALYSIS

ASSUMPTION

Officials from the **Department of Labor and Industrial Relations** state it is assumed that the Missouri Commission on Human Rights (MCHR) could absorb the increase in complaints with existing resources. However, if the number of cases were significant or additional legislation was enacted which increased other types of MCHR complaints, the impact would be substantial enough that MCHR could not absorb the cost without additional resources.

Officials from the **Office of Administration - Division of Personnel** state currently criminal record information is captured in both the Electronic Application System (EASe) application pages and Management Application Information Resource System (MAIRS) application screens for all applicants who apply through EASe. Some employment positions require disclosure of criminal records by law; OA-Personnel assumes it would continue to collect criminal record information for those positions, but would be prohibited from collecting such information for other positions. Therefore, ITSD would have to convert and store existing data by job classification rather than by application. The cost to convert the system by job classification rather than by application would cost \$10,935 and take approximately 146 work hours to complete.

For fiscal note purposes, **Oversight** will assume OA-ITSD could implement this proposal with existing resources. If this proposal would create an unanticipated additional workload or if multiple proposal are implemented which would require more staffing than anticipated, OA-ITSD could request resources through the budget process.

Officials from the **Missouri Department of Conservation** assume the proposal will have no fiscal impact on their organization.

In response to a previous version, officials from the **Department of Transportation** assumed the proposal would have no fiscal impact on their organization.

In response to a previous version, officials from the **City of Kansas City** stated the cost to the city would be relatively low because the city already does not request this information until the applicant is one of few for final consideration. The city would have to further limit the inquiry until an actual offer of employment. The actual amount of potential cost cannot be determined.

Oversight assumes the City of Kansas City could absorb the costs related to this proposal.

<u>FISCAL IMPACT - State Government</u>	FY 2016 (10 Mo.)	FY 2017	FY 2018
	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>

<u>FISCAL IMPACT - Local Government</u>	FY 2016 (10 Mo.)	FY 2017	FY 2018
	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>

FISCAL IMPACT - Small Business

No direct fiscal impact to small businesses would be expected as a result of this proposal.

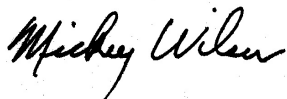
FISCAL DESCRIPTION

The proposed legislation appears to have no direct fiscal impact.

This legislation is not federally mandated, would not duplicate any other program and would not require additional capital improvements or rental space.

SOURCES OF INFORMATION

Department of Labor and Industrial Relations
Office of Administration
Department of Transportation
Missouri Department of Conservation
City of Kansas City



Mickey Wilson, CPA
Director
April 16, 2015

Ross Strobe
Assistant Director
April 16, 2015