

COMMITTEE ON LEGISLATIVE RESEARCH
OVERSIGHT DIVISION

FISCAL NOTE

L.R. No.: 6261-01
Bill No.: SB 962
Subject: Disabilities; Employees-Employers; Housing; Public Buildings
Type: Original
Date: April 8, 2014

Bill Summary: This proposal would bar discrimination based on sexual orientation or gender identity.

FISCAL SUMMARY

ESTIMATED NET EFFECT ON GENERAL REVENUE FUND			
FUND AFFECTED	FY 2015	FY 2016	FY 2017
Total Estimated Net Effect on General Revenue Fund	\$0	\$0	\$0

ESTIMATED NET EFFECT ON OTHER STATE FUNDS			
FUND AFFECTED	FY 2015	FY 2016	FY 2017
Total Estimated Net Effect on <u>Other</u> State Funds	\$0	\$0	\$0

Numbers within parentheses: () indicate costs or losses.
This fiscal note contains 9 pages.

ESTIMATED NET EFFECT ON FEDERAL FUNDS			
FUND AFFECTED	FY 2015	FY 2016	FY 2017
Total Estimated Net Effect on <u>All</u> Federal Funds	\$0	\$0	\$0

ESTIMATED NET EFFECT ON FULL TIME EQUIVALENT (FTE)			
FUND AFFECTED	FY 2015	FY 2016	FY 2017
Total Estimated Net Effect on FTE	0	0	0

☐ Estimated Total Net Effect on All funds expected to exceed \$100,000 savings or (cost).

☐ Estimated Net Effect on General Revenue Fund expected to exceed \$100,000 (cost).

ESTIMATED NET EFFECT ON LOCAL FUNDS			
FUND AFFECTED	FY 2015	FY 2016	FY 2017
Local Government	\$0	\$0	\$0

FISCAL ANALYSIS

ASSUMPTION

Officials from the **Office of the Governor** assume there would be no additional cost to their organization as a result of this proposal.

Officials from the **Office of the Secretary of State (SOS)** assume many bills considered by the General Assembly include provisions allowing or requiring agencies to submit rules and regulations to implement the act. The SOS is provided with core funding to handle a certain amount of normal activity resulting from each year's legislative session. The fiscal impact for this fiscal note to the Secretary of State's Office for Administrative Rules is less than \$2,500. The SOS recognizes that this is a small amount and does not expect that additional funding would be required to meet these costs. However, we also recognize that many such bills may be passed by the General Assembly in a given year and that collectively the costs may be in excess of what our office can sustain with our core budget. Therefore, we reserve the right to request funding for the cost of supporting administrative rules requirements should the need arise based on a review of the finally approved bills signed by the governor.

Officials from the **Office of the Attorney General (AGO)** assume if passed, this proposal would enable new cases of alleged discrimination based on sexual orientation or gender identity to come before the Human Rights Commission. As a result, the AGO anticipates additional work in representing the Commission. At this time, it AGO officials can not estimate how many new claims would be filed by individuals alleging discrimination based on sexual orientation. AGO officials assume the number of claims in the first few years would be less than 10 and the AGO could absorb the costs of representing the Commission in its review of these claims. However, if there is a significant increase in claims over time, the AGO may seek additional appropriations to adequately represent the Human Rights Commission in handling these claims.

Officials from the **Office of Administration - Division of Budget and Planning (BAP)** assume this proposal would not result in any additional costs or savings to their organization.

BAP officials assume this proposal would have no impact on Total State Revenues and deferred to the Missouri Commission on Human Rights for an estimate of the statewide impact.

ASSUMPTION (continued)

Officials from the **Office of Administration - Division of Personnel (DP)** stated if the proposed legislation is passed, their organization would need to advise agencies of the newly established statute, and there could be a need to revise state personnel regulations.

DP officials assume the proposed legislation would offer employees additional bases for discrimination claims, and stated they could not determine with any degree of certainty how many additional discrimination claims could be filed based upon these changes to the law, and the cost of subsequent litigation, if any.

Oversight assumes any impact to the Division of Personnel would be nominal and could be absorbed with existing resources. If unanticipated costs are incurred or if multiple proposals are implemented which increase the division's workload, resources could be requested through the budget process.

Officials from the **Office of Prosecution Services** assume there would be no measurable impact to their organization from this proposal.

Officials from the **City of Columbia** assume there would be very little fiscal impact to their organization as a result of this proposal.

Officials from the **City of Kansas City** assume there could be some cost to their organization as a result of this proposal if an employee complained of discrimination.

Oversight assumes any impact to local governments would be nominal and could be absorbed with existing resources.

Officials from the **Office of State Courts Administrator**, the **Office of the Lieutenant Governor**, the **Office of the State Auditor**, the **Office of the State Treasurer**, the **Missouri Senate**, the **Missouri House of Representatives**, the **Joint Committee on Administrative Rules**, the **Joint Committee on Public Employee Retirement**, the **Department of Agriculture**, the **Office of Administration - Administrative Hearing Commission**, the **Department of Conservation**, the **Department of Economic Development**, the **Department of Elementary and Secondary Education**, and the **Department of Higher Education** assume this proposal would have no fiscal impact on their organizations.

ASSUMPTION (continued)

In addition, officials from the **Department of Insurance, Financial Institutions, and Professional Registration**, the **Department of Labor and Industrial Relations**, the **Department of Mental Health**, the **Department of Natural Resources**, the **Department of Public Safety - Divisions of Alcohol and Tobacco Control and Fire Safety**, **Capitol Police**, **Missouri Gaming Commission**, **Missouri Highway Patrol**, **Missouri Veterans Commission**, and **State Emergency Management Agency**, and the **Department of Revenue - Office of the Director**, **Missouri Lottery**, and **State Tax Commission**, the **Department of Social Services**, the **Department of Transportation**, the **Missouri Consolidated Health Care Plan**, the **Missouri Ethics Commission**, **Missouri Public Defenders**, the **MoDOT and Patrol Employees' Retirement System**, **Linn State Technical College**, **Missouri Western State University**, **Missouri State University**, **Northwest Missouri State University**, the **University of Central Missouri**, the **University of Missouri**, **St. Louis County**, and the **St. Louis County Directors of Elections** assume this proposal would have no fiscal impact on their organizations.

Not responding

Officials from the following counties: Andrew, Audrain, Barry, Bates, Boone, Buchanan, Callaway, Camden, Cape Girardeau, Carroll, Cass, Clay, Cole, Cooper, DeKalb, Franklin, Greene, Holt, Jackson, Jefferson, Johnson, Knox, Laclede, Lawrence, Lincoln, Marion, Miller, Moniteau, Monroe, Montgomery, New Madrid, Nodaway, Ozark, Perry, Pettis, Phelps, Platte, Pulaski, Scott, St. Charles, St. Francois, Taney, Warren, Wayne and Worth did not respond to our request for information.

Officials from the following cities: Ashland, Belton, Bernie, Bonne Terre, Boonville, California, Cape Girardeau, Clayton, Dardenne Prairie, Excelsior Springs, Florissant, Frontenac, Fulton, Gladstone, Grandview, Harrisonville, Independence, Jefferson City, Joplin, Kearney, Knob Noster, Ladue, Lake Ozark, Lebanon, Lee Summit, Liberty, Louisiana, Maryland Heights, Maryville, Mexico, Monett, Neosho, O'Fallon, Pacific, Peculiar, Popular Bluff, Raytown, Republic, Richmond, Rolla, Sedalia, Springfield, St. Charles, St. Joseph, St. Louis, St. Robert, Sugar Creek, Sullivan, Warrensburg, Warrenton, Webb City, Weldon Spring and West Plains did not respond to our request for information.

ASSUMPTION (continued)

Officials from the following school districts: Blue Springs, Branson, Charleston R-I, Cole R-I, Columbia, Fair Grove, Francis Howell, Fulton, Harrison R-IX, Independence, Jefferson City, Johnson County R-7, Kansas City, Kirksville, Kirbyville R-V , Lee's Summit, Malden R-I, Malta Bend, Mexico, Monroe City R-I, Nixa, Parkway, Pattonville, Raymore-Peculiar R-III, Raytown, Riverview Gardens, Sedalia, Sikeston, Silex, Special School District of St. Louis County, Spickard, St Joseph, St Louis, St. Charles, Sullivan, Warren County R-III, and Waynesville did not respond to our request for information.

Officials from the following colleges: Crowder, East Central Community College, Harris-Stowe, Jefferson College, Kansas City Metro Community College, Lincoln University, Moberly Area Community College, Missouri Southern State University, Southeast Missouri State University, State Fair Community College, St. Charles Community College, St. Louis Community College, Three Rivers Community College, and Truman State University did not respond to our request for information.

Oversight assumes any impact from this proposal would be minimal and could be absorbed by the various organizations; for fiscal note purposes Oversight assumes this proposal would have no fiscal impact to the state or to local governments.

<u>FISCAL IMPACT - State Government</u>	FY 2015 (10 Mo.)	FY 2016	FY 2017
	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>

<u>FISCAL IMPACT - Local Government</u>	FY 2015 (10 Mo.)	FY 2016	FY 2017
	<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 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

Office of State Courts Administrator
Office of the Governor
Office of the Lieutenant Governor
Office of the Secretary of State
Office of the State Auditor
Office of the State Treasurer
Office of the Attorney General
Missouri Senate
Missouri House of Representatives
Joint Committee on Administrative Rules
Joint Committee on Public Employee Retirement
Department of Agriculture
Office of Administration
 Administrative Hearing Commission
 Division of Budget and Planning
 Division of Personnel
Department of Conservation
Department of Economic Development
Department of Elementary and Secondary Education
Department of Higher Education
Department of Insurance, Financial Institutions, and Professional Registration
Department of Labor and Industrial Relations
Department of Mental Health
Department of Natural Resources

SOURCES OF INFORMATION (continued)

Department of Public Safety

Division of Alcohol and Tobacco Control

Capitol Police

Division of Fire Safety

Missouri Gaming Commission

Missouri Highway Patrol

Missouri Veterans Commission

State Emergency Management agency

Department of Revenue

Office of the Director

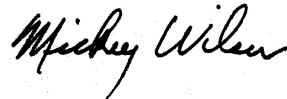
Missouri Lottery

State Tax Commission

Department of Social Services

SOURCES OF INFORMATION (continued)

Department of Transportation
Missouri Consolidated Health Care Plan
Missouri Ethics Commission
Office of Prosecution Services
Missouri Public Defenders
MoDOT and Patrol Employees' Retirement System
Linn State Technical College
Missouri Western State University
Missouri State University
Northwest Missouri State University
University of Central Missouri
University of Missouri
St. Louis County
City of Columbia
City of Kansas City
St. Louis County Directors of Elections



Mickey Wilson, CPA
Director
April 8, 2014

Ross Strobe
Assistant Director
April 8, 2014