

COMMITTEE ON LEGISLATIVE RESEARCH  
OVERSIGHT DIVISION

**FISCAL NOTE**

L.R. No.: 0348-01  
Bill No.: SB 205  
Subject: Employees - Employers  
Type: Original  
Date: January 17, 2017

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Bill Summary: This proposal modifies provisions relating to employee wages.

**FISCAL SUMMARY**

<b>ESTIMATED NET EFFECT ON GENERAL REVENUE FUND</b>			
FUND AFFECTED	FY 2018	FY 2019	FY 2020
<b>Total Estimated Net Effect on General Revenue</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>

<b>ESTIMATED NET EFFECT ON OTHER STATE FUNDS</b>			
FUND AFFECTED	FY 2018	FY 2019	FY 2020
Colleges and Universities	\$0 to (Unknown)	\$0 to (Unknown)	\$0 to (Unknown)
<b>Total Estimated Net Effect on Other State Funds</b>	<b>\$0 to (Unknown)</b>	<b>\$0 to (Unknown)</b>	<b>\$0 to (Unknown)</b>

Numbers within parentheses: ( ) indicate costs or losses.

This fiscal note contains 7 pages.

<b>ESTIMATED NET EFFECT ON FEDERAL FUNDS</b>			
<b>FUND AFFECTED</b>	<b>FY 2018</b>	<b>FY 2019</b>	<b>FY 2020</b>
<b>Total Estimated Net Effect on <u>All</u> Federal Funds</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>

<b>ESTIMATED NET EFFECT ON FULL TIME EQUIVALENT (FTE)</b>			
<b>FUND AFFECTED</b>	<b>FY 2018</b>	<b>FY 2019</b>	<b>FY 2020</b>
<b>Total Estimated Net Effect on FTE</b>	<b>0</b>	<b>0</b>	<b>0</b>

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

<b>ESTIMATED NET EFFECT ON LOCAL FUNDS</b>			
<b>FUND AFFECTED</b>	<b>FY 2018</b>	<b>FY 2019</b>	<b>FY 2020</b>
<b>Local Government</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>

## FISCAL ANALYSIS

### ASSUMPTION

Officials at the **Office of Administration - Budget and Planning, Office of Administration - Administrative Hearing Commission, Office of Administration - General Services, Office of Administration - Personnel, State Auditor's Office, Department of Conservation, Department of Corrections, Missouri Ethics Commission, Department of Elementary and Secondary Education, Department of Health and Senior Services, Department of Higher Education, Department of Insurance, Financial Institutions and Professional Registration, Governor's Office, Lieutenant Governor's Office, Missouri House of Representatives, Joint Committee on Administrative Rules, Joint Committee on Public Employee Retirement, Department of Public Safety - Gaming Commission, Department of Labor and Industrial Relations, Department of Mental Health, Missouri State Employees' Retirement System, Missouri Consolidated Health Care Plan, State Highway Employees Retirement System, Lottery Commission, Department of Natural Resources, Office of State Courts Administrator, State Public Defender's Office, Office of Prosecution Services, Missouri Senate, Department of Social Services, Department of Revenue, Department of Transportation, State Treasurer's Office, Missouri Tax Commission, Department of Public Safety - Alcohol and Tobacco, Department of Public Safety - Capitol Police, Department of Public Safety - Fire Safety Division, Department of Public Safety - Highway Patrol, Department of Public Safety - Missouri Veterans Commission, Department of Public Safety - State Emergency Management Agency** each assume this proposal will not have a fiscal impact on their respective organizations. this proposal would not have a fiscal impact on their respective organizations.

Officials at the **City of Kansas City** assume this proposal would not have a fiscal impact on their organization.

Officials at the **Callaway County** assume this proposal would not have a fiscal impact on their organization.

Officials at the **Missouri State University** assume this proposal would have a negative fiscal impact on their organization but unable to determine the amount.

Officials at the **Truman State University** assume this proposal would have a fiscal impact on their organization which they are unable to calculate.

ASSUMPTION (continued)

Officials at the **University of Missouri (MU)** state that after review of this proposal they cannot identify a quantifiable fiscal impact. MU is not aware of any current pay practices that would be prohibited by this proposal. Increasing forms of recovery for plaintiffs could increase claims and liability exposure for employers, but the exact amount of fiscal cost for such exposure cannot be estimated with certainty.

**Oversight** assumes colleges and universities may incur costs should this proposal be implemented; therefore, Oversight will show a \$0 to negative unknown fiscal impact to colleges and universities.

Officials at the **Metropolitan Community College, Northwest Missouri State University, State Technical College of Missouri, and University of Central Missouri** each assume this proposal will not have a fiscal impact on their respective organizations.

Officials at the school districts of **Concordia R-II, Forsyth R-III, City of Kansas City, Kirksville, Seymour R-II, Special School District of St. Louis County, and West Plains R-VII** each assume this proposal will not have a fiscal impact on their respective organizations.

Officials at the following cities: Ashland, Belton, Bernie, Bonne Terre, Boonville, California, Cape Girardeau, Clayton, Columbia, Dardenne Prairie, Des Peres, Excelsior Springs, Florissant, Frontenac, Fulton, Gladstone, Grandview, Harrisonville, Independence, Jefferson City, Joplin, Kearney, Knob Noster, Ladue, Lake Ozark, Lee Summit, Liberty, Louisiana, Maryland Heights, Maryville, Mexico, Monett, Neosho, O'Fallon, Pacific, Peculiar, Pineville, 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 **Oversight's** request for fiscal impact.

Officials at the following counties: Andrew, Atchison, Audrain, Barry, Bollinger, Boone, Buchanan, Camden, Cape Girardeau, Carroll, Cass, Christian, Clay, Cole, Cooper, DeKalb, Dent, Franklin, Greene, Holt, Jackson, Jefferson, Johnson, Knox, Laclede, Lawrence, Lincoln, Maries, Marion, McDonald, Miller, Mississippi, Moniteau, Monroe, Montgomery, New Madrid, Nodaway, Ozark, Perry, Pettis, Phelps, Platte, Pulaski, Scott, Shelby, St. Charles, St. Louis, St. Francois, Taney, Warren, Wayne and Worth did not respond to **Oversight's** request for fiscal impact.

Officials at the following colleges: Crowder, East Central Community College, Harris-Stowe, Jefferson College, Lincoln University, Moberly Area Community College, Missouri Southern State University, Missouri Western State University, Southeast Missouri State University, State Fair Community College, St. Charles Community College, St. Louis Community College, and the Three Rivers Community College did not respond to **Oversight's** request for fiscal impact.

ASSUMPTION (continued)

Officials at the following school districts: Arcadia Valley R-2, Aurora R-8, Avilla R-13, Bakersfield, Belton, Benton County R-2, Bismark R-5, Bloomfield R-14, Blue Springs, Bolivar R-I, Bowling Green R-1, Branson, Brentwood, Bronaugh R-7, Campbell R-2, Carrollton R-7, Caruthersville, Cassville R-4, Central R-III, Chilhowee R-4, Chillicothe R-II, Clarkton C-4, Cole R-I, Columbia, Crawford County R-1, Crocker R-II, Delta C-7, East Carter R-2, East Newton R-6, Eldon R-I, Everton R-III, Fair Grove, Fair Play, Fayette R-3, Fox C-6, Fredericktown R-I, Fulton, Grain Valley, Hancock Place, Hannibal, Harrisonburg R-8, Harrisonville, Hillsboro R-3, Hollister R-5, Humansville R-4, Hurley R-1, Independence, Jefferson City, Kearney R-1, Kennett #39, King City R-1, Kingston 42, Kirbyville R-VI, Kirksville, Laclede County R-1, Laredo R-7, Lee Summit, Leeton R-10, Lewis County C-1, Lindbergh, Lonedell R-14, Macon County R-1, Macon County R-4, Malta Bend, Mehville, Mexico, Middle Grove C-1, Midway R-1, Milan C-2, Moberly, Monroe City R-I, Morgan County R-2, New Haven, Nixa, North St. Francois Co. R-1, Northeast Nodaway R-5, Odessa R-VII, Oregon-Howell R-III, Orrick R-11, Osage County R-II, Osborn R-O, Parkway, Pattonville, Pettis County R-12, Pierce City, Plato R-5, Princeton R-5, Raymore-Peculiar R-III, Raytown, Reeds Springs R-IV, Renick R-5, Richland R-1, Riverview Gardens, Salisbury R-4, Sarcoxie R-2, Scotland County R-I, Sedalia, Shelby County R-4, Shell Knob #78, Sikeston, Silex, Slater, Smithville R-2, Spickard R-II, Springfield, St Joseph, St Louis, St. Charles, St. Elizabeth R-4, Sullivan, Tipton R-6, Valley R-6, Verona R-7, Warren County R-3, Warrensburg R-6, Webster Groves, Westview C-6 and the Wright City R-2 School District did not respond to **Oversight's** request for fiscal impact.

<u>FISCAL IMPACT - State Government</u>	FY 2018 (10 Mo.)	FY 2019	FY 2020
<b>COLLEGE AND UNIVERSITY FUNDS</b>			
<u>Costs</u> - Colleges and Universities	\$0 to <u>(Unknown)</u>	\$0 to <u>(Unknown)</u>	\$0 to <u>(Unknown)</u>
<b>TOTAL ESTIMATED NET EFFECT ON COLLEGE AND UNIVERSITY STATE FUNDS</b>	<b><u>\$0 to (Unknown)</u></b>	<b><u>\$0 to (Unknown)</u></b>	<b><u>\$0 to (Unknown)</u></b>
<u>FISCAL IMPACT - Local Government</u>	FY 2018 (10 Mo.)	FY 2019	FY 2020
	<b><u>\$0</u></b>	<b><u>\$0</u></b>	<b><u>\$0</u></b>

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.

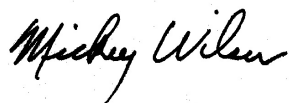
This legislation is not federally mandated, would not duplicate any other program and would not require additional capital improvements or rental space.

## SOURCES OF INFORMATION

Office of Administration - Budget and Planning  
Office of Administration - Administrative Hearing Commission  
Office of Administration - General Services  
Office of Administration - Personnel  
State Auditor's Office  
Department of Conservation  
Department of Corrections  
Missouri Ethics Commission  
Department of Elementary and Secondary Education  
Department of Health and Senior Services  
Department of Higher Education  
Department of Insurance, Financial Institutions and Professional Registration  
Governor's Office  
Lieutenant Governor's Office  
Missouri House of Representatives  
Joint Committee on Administrative Rules  
Joint Committee on Public Employee Retirement  
Department of Public Safety - Gaming Commission  
Department of Labor and Industrial Relations  
Department of Mental Health  
Missouri State Employees' Retirement System  
Missouri Consolidated Health Care Plan  
State Highway Employees Retirement System  
Lottery Commission  
Department of Natural Resources  
Office of State Courts Administrator  
State Public Defender's Office  
Office of Prosecution Services  
Missouri Senate  
Department of Social Services  
Department of Revenue  
Department of Transportation  
State Treasurer's Office  
Missouri Tax Commission  
Department of Public Safety - Alcohol and Tobacco  
Department of Public Safety - Capitol Police

SOURCES OF INFORMATION (continued)

Department of Public Safety - Fire Safety Division  
Department of Public Safety - Highway Patrol  
Department of Public Safety - Missouri Veterans Commission  
Department of Public Safety - State Emergency Management Agency  
City of Kansas City  
Callaway County  
Metropolitan Community College  
Missouri State University  
Northwest Missouri State University  
State Technical College of Missouri  
Truman State University  
University of Central Missouri  
University of Missouri  
School Districts of:  
    Concordia R-II  
    Forsyth R-III  
    City of Kansas City  
    Kirksville  
    Seymour R-II  
    Special School District of St. Louis County  
    West Plains R-VII



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