



GOVERNOR'S OFFICE OF  
BUDGET AND PROGRAM PLANNING

## Fiscal Note 2021 Biennium

**Bill #** SB0313

**Title:** Generally revise enforcement of discrimination laws

**Primary Sponsor:** McConnell, Nate

**Status:** Third Reading

- Significant Local Gov Impact     
 Needs to be included in HB 2     
 Technical Concerns  
 Included in the Executive Budget     
 Significant Long-Term Impacts     
 Dedicated Revenue Form Attached

### FISCAL SUMMARY

	<u>FY 2020 Difference</u>	<u>FY 2021 Difference</u>	<u>FY 2022 Difference</u>	<u>FY 2023 Difference</u>
<b>Expenditures:</b>				
General Fund	\$99,676	\$96,876	\$96,876	\$96,876
<b>Revenue:</b>				
General Fund	\$0	\$0	\$0	\$0
<b>Net Impact-General Fund Balance:</b>	<u>(\$99,676)</u>	<u>(\$96,876)</u>	<u>(\$96,876)</u>	<u>(\$96,876)</u>

**Description of fiscal impact:** SB 313 reduces the amount of time in which the Human Rights Bureau must complete an investigation on a complaint of discrimination by 60 days. Due to the compressed time, additional FTE will be required.

### FISCAL ANALYSIS

#### Assumptions:

#### **Department of Labor and Industry (DLI)**

- SB 313 reduces the amount of time in which the Human Rights Bureau must complete an investigation from 180 to 120 days. In order to meet this requirement, DLI anticipates needing 1.00 FTE for an additional Crime Investigator at an estimated salary and benefits cost of \$96,876 and a one-time cost of \$2,800 for a new employee package.
- SB 313 requires hearings officers to be an attorney in good standing in the State of Montana. The Office of Administrative Hearings currently has Hearings Officers who do not meet this requirement. Costs may be incurred assisting affected employees to become licensed to practice in Montana.

	<u>FY 2020</u> <u>Difference</u>	<u>FY 2021</u> <u>Difference</u>	<u>FY 2022</u> <u>Difference</u>	<u>FY 2023</u> <u>Difference</u>
<b><u>Fiscal Impact:</u></b>				
FTE	1.00	1.00	1.00	1.00
<b><u>Expenditures:</u></b>				
Personal Services	\$96,876	\$96,876	\$96,876	\$96,876
Operating Expenses	\$2,800	\$0	\$0	\$0
<b>TOTAL Expenditures</b>	<u>\$99,676</u>	<u>\$96,876</u>	<u>\$96,876</u>	<u>\$96,876</u>
<b><u>Funding of Expenditures:</u></b>				
General Fund (01)	\$99,676	\$96,876	\$96,876	\$96,876
<b>TOTAL Funding of Exp.</b>	<u>\$99,676</u>	<u>\$96,876</u>	<u>\$96,876</u>	<u>\$96,876</u>
<b><u>Revenues:</u></b>				
General Fund (01)	\$0	\$0	\$0	\$0
<b>TOTAL Revenues</b>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>
<b><u>Net Impact to Fund Balance (Revenue minus Funding of Expenditures):</u></b>				
General Fund (01)	(\$99,676)	(\$96,876)	(\$96,876)	(\$96,876)

**NO SPONSOR SIGNATURE**

\_\_\_\_\_  
*Sponsor's Initials*

\_\_\_\_\_  
*Date*

TL  
 \_\_\_\_\_  
*Budget Director's Initials*

3/12/19  
 \_\_\_\_\_  
*Date*