

COMMITTEE ON LEGISLATIVE RESEARCH  
OVERSIGHT DIVISION

**FISCAL NOTE**

L.R. No.: 3474-01  
Bill No.: HB 1318  
Subject: Business and Commerce; Employees - Employers  
Type: Original  
Date: January 11, 2008

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Bill Summary: This proposal immunizes employers who provide information about job applicants without knowing deception or confidentiality violations.

**FISCAL SUMMARY**

<b>ESTIMATED NET EFFECT ON GENERAL REVENUE FUND</b>			
FUND AFFECTED	FY 2009	FY 2010	FY 2011
<b>Total Estimated Net Effect on General Revenue Fund</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>

<b>ESTIMATED NET EFFECT ON OTHER STATE FUNDS</b>			
FUND AFFECTED	FY 2009	FY 2010	FY 2011
<b>Total Estimated Net Effect on <u>Other</u> State Funds</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>

Numbers within parentheses: ( ) indicate costs or losses.  
This fiscal note contains 5 pages.

ESTIMATED NET EFFECT ON FEDERAL FUNDS			
FUND AFFECTED	FY 2009	FY 2010	FY 2011
<b>Total Estimated Net Effect on <u>All</u> Federal Funds</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>

ESTIMATED NET EFFECT ON FULL TIME EQUIVALENT (FTE)			
FUND AFFECTED	FY 2009	FY 2010	FY 2011
<b>Total Estimated Net Effect on FTE</b>	<b>0</b>	<b>0</b>	<b>0</b>

☐ 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 2009	FY 2010	FY 2011
<b>Local Government</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>

## FISCAL ANALYSIS

### ASSUMPTION

Officials at the **Office of Administration** assume that to the Division of Personnel's knowledge, State agencies have not faced frequent challenges for violations of the current statutory provisions when providing employment references. Therefore, it is reasonable to assume that the impact of this bill will be minimal. Since the proposed bill adds greater protections for employers, it is also likely that any impact to state agencies will be positive as it will make it easier for them to communicate honestly with other employers about former or prospective employees.

Officials at the **Department of Labor and Industrial Relations, Office of the State Courts Administrator, Administrative Hearing Commission, Office of the Attorney General, Department of Conservation, Missouri Department of Transportation, Linn State Technical College, Truman State University, Metropolitan Community College, St. Louis Community College, University of Missouri, Missouri State University, Lincoln University, East Central College, University of Central Missouri, Cass County, City of Centralia, Jackson County, City of Kansas City** and the **St. Louis County** assume that there is no fiscal impact from this proposal to their respective institutions.

Officials at the **City of West Plains** assume this could have positive fiscal impact on city.

<u>FISCAL IMPACT - State Government</u>	FY 2009 (10 Mo.)	FY 2010	FY 2011
	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>

<u>FISCAL IMPACT - Local Government</u>	FY 2009 (10 Mo.)	FY 2010	FY 2011
	<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.

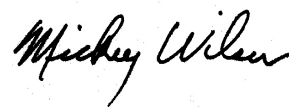
### FISCAL DESCRIPTION

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

Department of Labor and Industrial Relations  
Missouri Department of Transportation  
Administrative Hearing Commission  
St. Louis County  
University of Central Missouri  
East Central College  
Lincoln University  
Missouri State University  
Office of Administration  
University of Missouri  
Department of Conservation  
City of Kansas City  
City of West Plains  
Jackson County  
City of Centralia  
St. Louis Community College  
Metropolitan Community College  
Office of Attorney General  
Truman State University  
Cass County  
Linn State Technical College  
Office of the State Courts Administrator



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