

COMMITTEE ON LEGISLATIVE RESEARCH
OVERSIGHT DIVISION

FISCAL NOTE

L.R. No.: 3880-01
Bill No.: HB 1858
Subject: Civil Rights; Employees - Employers
Type: Original
Date: March 4, 2008

Bill Summary: This proposal modifies various provisions of the Missouri Human Rights Act.

FISCAL SUMMARY

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

ESTIMATED NET EFFECT ON OTHER STATE FUNDS			
FUND AFFECTED	FY 2009	FY 2010	FY 2011
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 2009	FY 2010	FY 2011
Federal Funds	(\$1,101,700)	(\$1,101,700)	(\$1,101,700)
Total Estimated Net Effect on <u>All</u> Federal Funds	(\$1,101,700)	(\$1,101,700)	(\$1,101,700)

ESTIMATED NET EFFECT ON FULL TIME EQUIVALENT (FTE)			
FUND AFFECTED	FY 2009	FY 2010	FY 2011
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 2009	FY 2010	FY 2011
Local Government	\$0	\$0	\$0

FISCAL ANALYSIS

ASSUMPTION

Officials at the **Administrative Hearing Commission, Department of Conservation, Office of the State Courts Administrator, Office of Administration** and the **Missouri Department of Transportation** assume that there is no fiscal impact from this proposal.

Officials at the **Office of the Attorney General** assume any potential costs arising from this proposal can be absorbed with existing resources.

Officials at the **Department of Labor and Industrial Relations** assume the fiscal impact was calculated by using the current EEOC and HUD contract amounts. The total for Missouri Commission on Human Rights current contract with HUD equals \$385,100. The current contract amount with EEOC is currently \$716,600. HUD has already indicated a compliance issue with the new language. The fiscal impact at this time is a loss of federal funds in the amount of \$1,101,700.

<u>FISCAL IMPACT - State Government</u>	FY 2009 (10 Mo.)	FY 2010	FY 2011
FEDERAL FUNDS			
<u>Loss - HUD & EEOC contract</u>	<u>(\$1,101,700)</u>	<u>(\$1,101,700)</u>	<u>(\$1,101,700)</u>
ESTIMATED NET EFFECT ON FEDERAL FUNDS	<u>(\$1,101,700)</u>	<u>(\$1,101,700)</u>	<u>(\$1,101,700)</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

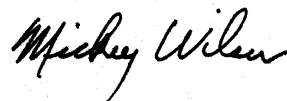
This bill revises the definition of "discrimination" to an adverse action motivated by race, color, religion, national origin, ancestry, sex, or age as it relates to employment and disability or familial status as it relates to housing. The bill also removes any person directly acting in the interest of an employer from the definition of "employer."

Courts cannot award punitive damages to state governmental agencies or corporations, including public school districts and political subdivisions.

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

Administrative Hearing Commission
Office of the Attorney General
Department of Conservation
Office of the State Courts Administrator
Office of Administration
Department of Labor and Industrial Relations
Missouri Department of Transportation



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Director
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