

Department of Planning and Budget

2014 Fiscal Impact Statement

1. Bill Number: HB830

House of Origin	<input checked="" type="checkbox"/> Introduced	<input type="checkbox"/> Substitute	<input type="checkbox"/> Engrossed
Second House	<input type="checkbox"/> In Committee	<input type="checkbox"/> Substitute	<input type="checkbox"/> Enrolled

2. Patron: Keam

3. Committee: General Laws

4. Title: Employment discrimination on basis of military status.

5. Summary: Prohibits a public or private employer from denying initial employment based on an individual's military status. The prohibition does not affect the right of an employer to inquire regarding an individual's military status for the purpose of awarding a preference to veterans as permitted by law. Any private employer that violates the prohibition, which is incorporated into the Virginia Human Rights Act, is subject to a civil penalty of \$100 for each violation.

6. Budget Amendment Necessary: Yes.

7. Fiscal Impact Estimates:

7a. Expenditure Impact:

<i>Fiscal Year</i>	<i>Dollars</i>	<i>Positions</i>	<i>Fund</i>
2014			
2015	\$81,551.00	1	GF
2016	\$81,551.00	1	GF
2017	\$81,551.00	1	GF
2018	\$81,551.00	1	GF
2019	\$81,551.00	1	GF
2020	\$81,551.00	1	GF

8. Fiscal Implications: In particular, this legislation would require the Office of the Attorney General (OAG) to not only process new complaints based on the protected status per the provisions of this bill, but also make determinations of when a civil penalty would be assessed against a private employer for violating this statute. If a penalty is assessed, the OAG would have to collect the penalty and forward it to the Treasurer if there is no appeal. It is hard to identify the tipping point for the need for additional staff however the OAG might need up to one additional intake staff person if there is a significant increase in complaints from this new protected class and possibly some additional attorney support depending on the volume of the civil penalties.

This bill is not likely to have any fiscal implications on the Department of Human Resources Management.

9. Specific Agency or Political Subdivisions Affected: Office of the Attorney General and Department of Law and the Department of Human Resources Management.

10. Technical Amendment Necessary: No.

11. Other Comments: None.