

Department of Planning and Budget 2019 Fiscal Impact Statement

1. Bill Number: SB1059

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: Favola

3. Committee: Commerce and Labor

4. Title: Wage or salary history; inquiries prohibited, civil penalty.

5. Summary: Prohibits a prospective employer from (i) requiring as a condition of employment that a prospective employee provide or disclose the prospective employee's wage or salary history or (ii) attempting to obtain the wage or salary history of a prospective employee from the prospective employee's current or former employers. Violations are subject to a civil penalty not to exceed \$100 per violation.

6. Budget Amendment Necessary: No.

7. Fiscal Impact Estimates: Preliminary. See Item 8.

8. Fiscal Implications: The fiscal impact to the Department of Labor and Industry (DOLI) is indeterminate as this bill requires DOLI to enforce this provision. The amount of civil penalties that may be collected is also indeterminate. Any revenue would be deposited to the general fund.

It is anticipated that any expenditure impact to the Department of Human Resource Management (DHRM) can be absorbed with existing resources. This bill would require a change in the state application and a change in policy. There were approximately 8,500 new hires (salaried and wage) in FY 2018. Assuming the hiring rate continues, DHRM anticipates the revenue impact would be indeterminate with regard to penalties as it is anticipated that agencies would not willfully violate this provision and incur penalties for their agencies.

It is anticipated that any expenditure impact to the courts can be absorbed with existing resources.

9. Specific Agency or Political Subdivisions Affected: Department of Labor and Industry; Department of Human Resource Management; court system.

10. Technical Amendment Necessary: No.

11. Other Comments: None.