LEGISLATIVE BUDGET BOARD
Austin, Texas

FISCAL NOTE, 78TH LEGISLATIVE REGULAR SESSION

April 18, 2003

TO: Honorable Jim Keffer, Chair, House Committee on Economic Development

FROM: John Keel, Director, Legislative Budget Board

IN RE: **HB1244** by Thompson (Relating to a prohibition on employment discrimination in compensation; providing penalties.), **As Introduced**

Estimated Two-year Net Impact to General Revenue Related Funds for HB1244, As Introduced: a negative impact of ($202,626) through the biennium ending August 31, 2005.

The bill would make no appropriation but could provide the legal basis for an appropriation of funds to implement the provisions of the bill.

General Revenue-Related Funds, Five-Year Impact:

Fiscal Year	Probable Net Positive/(Negative) Impact to General Revenue Related Funds
2004	($106,155)
2005	($96,471)
2006	($96,471)
2007	($96,471)
2008	($96,471)

All Funds, Five-Year Impact:

Fiscal Year	Probable (Cost) from *GENERAL REVENUE FUND* 1	Change in Number of State Employees from FY 2003
2004	($106,155)	2.0
2005	($96,471)	2.0
2006	($96,471)	2.0
2007	($96,471)	2.0
2008	($96,471)	2.0

Fiscal Analysis

The bill would amend Title 2 of the Labor Code by adding Chapter 24 to prohibit employment discrimination on the basis of race, color, disability, religion, sex, national origin, or age by paying reduced wages for equivalent jobs. The Commission of Human Rights would be required to investigate complaints arising from the provisions of the bill.

The bill would take effect September 1, 2003. The complaint resolution and enforcement provisions would take effect January 1, 2004.

Methodology

The Commission on Human Rights assumes it would require one additional labor market analyst and

one investigator to implement the provisions of the bill.

Local Government Impact

No fiscal implication to units of local government is anticipated.

Source Agencies: 320 Texas Workforce Commission, 344 Commission on Human Rights
LBB Staff: JK, JRO, RT, JC