

**LEGISLATIVE BUDGET BOARD**  
Austin, Texas

**FISCAL NOTE, 78TH LEGISLATIVE REGULAR SESSION**

**April 26, 2003**

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

**FROM:** John Keel, Director, Legislative Budget Board

**IN RE: HB3379** by Chavez (Relating to employment discrimination based on certain employer-imposed language requirements.), **As Introduced**

**Estimated Two-year Net Impact to General Revenue Related Funds** for HB3379, As Introduced: a negative impact of (\$6,672) 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.

The bill adds Section 21.0591 to the Labor Code relating to employment discrimination based on certain employer-imposed language requirements. The Act takes effect immediately if it receives a vote of two-thirds of all members of each house; otherwise it takes effect September 1, 2003.

**General Revenue-Related Funds, Five-Year Impact:**

Fiscal Year	Probable Net Positive/(Negative) Impact to General Revenue Related Funds
2004	(\$5,757)
2005	(\$915)
2006	(\$915)
2007	(\$915)
2008	(\$915)

**All Funds, Five-Year Impact:**

Fiscal Year	Probable Revenue Gain from <i>FEDERAL FUNDS</i> 555	Probable (Cost) from <i>FEDERAL FUNDS</i> 555	Probable (Cost) from <i>GENERAL REVENUE</i> <i>FUND</i> 1	Change in Number of State Employees from FY 2003
2004	\$50,000	(\$50,000)	(\$5,757)	1.0
2005	\$50,000	(\$50,000)	(\$915)	1.0
2006	\$50,000	(\$50,000)	(\$915)	1.0
2007	\$50,000	(\$50,000)	(\$915)	1.0
2008	\$50,000	(\$50,000)	(\$915)	1.0

**Fiscal Analysis**

The Texas Commission on Human Rights (TCHR) estimated one Investigator III (B8) for employment investigations would be required in fiscal years 2004 through 2008; currently an Investigator III closes approximately 100 employment cases per year. The agency reported the processing of complaints under the Bill could begin immediately after the effective date of September 1, 2003.

## **Methodology**

Based on annual salary and wages (\$31,068); fringe benefits (\$8,842); and travel, rent, and other costs (\$15,847), the fiscal year 2004 impact would be \$55,757. For fiscal years 2005 through 2008, the annual fiscal impact would be \$50,915 (salary & wages of \$31,608; fringe benefits of \$8,842; and travel, rent, and other costs of \$11,005). The agency anticipates receiving \$50,000 from the Equal Employment Opportunity Commission based on closing 100 cases per year and reimbursement at \$500 per case.

## **Technology**

During the first year of implementing the bill, the technology impact would include the purchase of one computer workstation (including cabling) and one hand set telephone for a total cost of \$2,061.

## **Local Government Impact**

No fiscal implication to units of local government is anticipated.

**Source Agencies:** 344 Commission on Human Rights

**LBB Staff:** JK, JRO, MS, BL