

**LEGISLATIVE BUDGET BOARD**  
**Austin, Texas**

**FISCAL NOTE, 79TH LEGISLATIVE REGULAR SESSION**

**May 18, 2005**

**TO:** Honorable Robert Duncan, Chair, Senate Committee on State Affairs

**FROM:** John S. O'Brien, Deputy Director, Legislative Budget Board

**IN RE: HB863** by Kolkhorst (Relating to an employment preference for veterans at state agencies.),  
**As Engrossed**

Depending on the number of veterans who file a complaint, there could be undetermined costs associated with additional hearings before the State Office of Administrative Hearings.

The bill would amend Government Code to require public entities to publicize its veterans employment preference policy and veterans complaint process as it relates to employment. It would establish a complaint procedure for individuals to appeal a hiring decision related to veteran's employment preferences, which includes a requirement for the State Office of Administrative Hearings to conduct hearings on related complaints filed with the agency. The cost per hearing is estimated to be \$1,440. If 250 veterans file a complaint with the State Office of Administrative Hearings, the cost is estimated to be \$360,000.

**Local Government Impact**

No fiscal implication to units of local government is anticipated.

**Source Agencies:** 320 Texas Workforce Commission, 360 State Office of Administrative Hearings, 403 Veterans Commission

**LBB Staff:** JOB, SR, WP, KJG, MS, NR