

LEGISLATIVE BUDGET BOARD
Austin, Texas

FISCAL NOTE, 84TH LEGISLATIVE REGULAR SESSION

April 27, 2015

TO: Honorable René Oliveira, Chair, House Committee on Business & Industry

FROM: Ursula Parks, Director, Legislative Budget Board

IN RE: HB4091 by Lozano (Relating to the statute of limitations for an employment discrimination complaint.), **As Introduced**

Estimated Two-year Net Impact to General Revenue Related Funds for HB4091, As Introduced: a negative impact of (\$247,726) through the biennium ending August 31, 2017.

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
2016	(\$131,498)
2017	(\$116,228)
2018	(\$116,228)
2019	(\$116,228)
2020	(\$116,228)

All Funds, Five-Year Impact:

Fiscal Year	Probable (Cost) from General Revenue Fund 1	Probable (Cost) from Wrkforce Commission Fed 5026	Change in Number of State Employees from FY 2015
2016	(\$131,498)	(\$93,600)	2.5
2017	(\$116,228)	(\$93,600)	2.5
2018	(\$116,228)	(\$93,600)	2.5
2019	(\$116,228)	(\$93,600)	2.5
2020	(\$116,228)	(\$93,600)	2.5

Fiscal Analysis

This bill would amend the Labor Code relating to the statute of limitations for an employment discrimination case.

The bill changes the statute of limitations for filing an employment discrimination complaint from

the 180th day after the date that the alleged unlawful employment practice occurred to the 210th day.

This bill would take effect on September 1, 2015.

Methodology

Based on information provided by the Texas Workforce Commission (TWC), it is estimated that implementing the provisions of the bill would result in an additional 144 cases annually for the Civil Rights Division. The agency's estimate is based on the number of cases historically filed between the 180th and 210th day after the alleged unlawful employment practice occurred. It is assumed that TWC would require 2.5 full-time equivalent (FTEs) positions per year to handle the increased workload.

The agency estimates that these FTEs would require recurring costs of \$129,025 in salaries and \$69,454 in related support and benefit costs each fiscal year. Additional program costs include one-time costs of \$15,270 for new staff set up, and recurring costs of \$11,349 for rent and other related operating expenses

TWC anticipates that the Federal Equal Employment Opportunity Commission will continue to reimburse the agency for completed cases at the current rate of \$650 per case. Based on the projected caseload, the amount of costs covered by Federal Funds would total \$93,000 annually. It is assumed that the remaining costs would require funding from General Revenue.

Technology

TWC estimates recurring technology costs of \$5,385 each fiscal year related to computer leases for the new FTEs required 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

LBB Staff: UP, CL, NV, JLi