

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

**FISCAL NOTE, 85TH LEGISLATIVE REGULAR SESSION**

**April 10, 2017**

**TO:** Honorable Harold V. Dutton, Jr., Chair, House Committee on Juvenile Justice & Family Issues

**FROM:** Ursula Parks, Director, Legislative Budget Board

**IN RE:** **HB3477** by Neave (Relating to prohibited adverse employment action against an employee who in good faith reports child abuse or neglect.), **As Introduced**

**No significant fiscal implication to the State is anticipated.**

The bill would amend the Family Code to prohibit an employer of a child-care or education professional from taking any adverse employment action against an employee who reports abuse or neglect or cooperates with an investigation. The bill would define adverse employment action to include any action that would dissuade a reasonable employee from making or supporting a report of abuse or neglect. While the provisions of the bill could result in an increase in the number of reports of child abuse or neglect received by the Department of Family and Protective Services, the analysis assumes that the resulting costs could be absorbed by the agency within its existing resources. Based on the analysis of the Office of Court Administration, duties and responsibilities associated with implementing the provisions of the bill could be accomplished using existing resources.

**Local Government Impact**

No significant fiscal implication to units of local government is anticipated.

**Source Agencies:** 212 Office of Court Administration, Texas Judicial Council, 530 Family and Protective Services, Department of

**LBB Staff:** UP, FR, PBO, JLi