

FISCAL NOTE

The fiscal impact for an expenditure increase to the GENERAL FUND is indeterminable. The Department of Workforce Services (DWS) anticipates this bill would increase the workload for discrimination cases. DWS indicates discrimination investigations are more time-intensive for DWS staff versus a typical wage claim. On average, a typical Fair Employment claim takes about 160 days to process, investigate, and close, totaling approximately 168-hours of staff time. DWS currently averages 148 Fair Employment claims annually. DWS believes the addition of this proposed discrimination practice would likely increase the average days to work cases to resolution.

DWS also indicates that since this bill would provide for discrimination investigations for a "Wyoming only" discrimination practice, DWS would not be eligible for reimbursement for funds from the Equal Opportunity Employment Commission (EEOC). The EEOC provides reimbursement for discrimination investigations based on sex, race, color, religion, or national origin-(Title VII of the 1964 Civil Rights Act). As a result, an indeterminable increase in General Fund expenditures would be needed to properly and adequately support staff during these investigations.

The indeterminable expenditure increase reflected above could be considered an administrative cost. However, for simplicity and to follow consistent practice on legislation of this type, it is included on the fiscal note.