

COMMITTEE ON LEGISLATIVE RESEARCH  
OVERSIGHT DIVISION

**FISCAL NOTE**

L.R. No.: 0140-01  
Bill No.: HB 115  
Subject: Employees - Employers; Labor and Management  
Type: Original  
Date: January 18, 2013

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Bill Summary: This proposal prevents repercussions on employees or prospective employees for failure to disclose private information to the employer.

**FISCAL SUMMARY**

<b>ESTIMATED NET EFFECT ON GENERAL REVENUE FUND</b>			
<b>FUND AFFECTED</b>	<b>FY 2014</b>	<b>FY 2015</b>	<b>FY 2016</b>
<b>Total Estimated Net Effect on General Revenue Fund</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>

<b>ESTIMATED NET EFFECT ON OTHER STATE FUNDS</b>			
<b>FUND AFFECTED</b>	<b>FY 2014</b>	<b>FY 2015</b>	<b>FY 2016</b>
<b>Total Estimated Net Effect on <u>Other</u> State Funds</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>

Numbers within parentheses: ( ) indicate costs or losses.  
This fiscal note contains 6 pages.

<b>ESTIMATED NET EFFECT ON FEDERAL FUNDS</b>			
<b>FUND AFFECTED</b>	<b>FY 2014</b>	<b>FY 2015</b>	<b>FY 2016</b>
<b>Total Estimated Net Effect on <u>All</u> Federal Funds</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>

<b>ESTIMATED NET EFFECT ON FULL TIME EQUIVALENT (FTE)</b>			
<b>FUND AFFECTED</b>	<b>FY 2014</b>	<b>FY 2015</b>	<b>FY 2016</b>
<b>Total Estimated Net Effect on FTE</b>	<b>0</b>	<b>0</b>	<b>0</b>

- Estimated Total Net Effect on All funds expected to exceed \$100,000 savings or (cost).
- Estimated Net Effect on General Revenue Fund expected to exceed \$100,000 (cost).

<b>ESTIMATED NET EFFECT ON LOCAL FUNDS</b>			
<b>FUND AFFECTED</b>	<b>FY 2014</b>	<b>FY 2015</b>	<b>FY 2016</b>
<b>Local Government</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>

## FISCAL ANALYSIS

### ASSUMPTION

Officials at the **Office of Administration** assume that a violation of this law could result in a civil action that could result in costs to the Legal Expense Fund. The impact to the Fund is unknown.

Officials at the **Office of Attorney General** assume that any potential costs arising from this proposal can be absorbed with existing resources.

Officials at the **Administrative Hearing Commission, Bi-State Development Agency, Department of Agriculture, Department of Conservation, Department of Economic Development, Department of Elementary and Secondary Education, Department of Health and Senior Services, Department of Higher Education, Department of Insurance, Financial Institutions and Professional Registration, Department of Labor and Industrial Relations, Department of Mental Health, Department of Natural Resources, Department of Public Safety - Capitol Police, Department of Public Safety - Fire Safety, Department of Public Safety - Alcohol and Tobacco Control, Department of Social Services, Francis Howell School District, Johnson County, Joint Committee on Administrative Rules, Joint Committee on Public Employee Retirement, Legislative Research, Lincoln University, Linn State Technical College, Metropolitan Community College, Missouri Consolidated Health Care Plan, Missouri Ethics Commission, Missouri Gaming Commission, Missouri Highway Patrol, Missouri House of Representatives, Missouri Lottery, Missouri National Guard, Missouri Southern State University, Missouri State University, Missouri State Employees' Retirement System, Missouri Veterans Commission, Missouri Western State University, MoDOT & Patrol Employees' Retirement System, Northwest Missouri State University, Office of Administration - Budget and Planning, Office of the Governor, Office of the State Auditor, Office of State Courts Administrator, Office of Prosecution Services, Office of the Secretary of State, Office of the State Public Defender, Office of State Treasurer, Parkway School District, Public Service Commission, Special School District, St. Louis County, State Emergency Management Agency, State Tax Commission and the University of Central Missouri** each assume there is no fiscal impact to their organization from this proposal.

Officials at the **Department of Revenue** assume an unknown impact.

Officials at the **City of Kansas City** assume a marginal cost to the City to defend lawsuits that could come about if an employee has City records as defined by the Sunshine Law and the City cannot access those records to produce them, or ask the employee for access without violating this law.

ASSUMPTION (continued)

**Oversight** assumes any cost associated with violations of this proposal can be absorbed with the existing resources of the State or the political subdivision that violated this proposal.

<u>FISCAL IMPACT - State Government</u>	FY 2014 (10 Mo.)	FY 2015	FY 2016
	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>

<u>FISCAL IMPACT - Local Government</u>	FY 2014 (10 Mo.)	FY 2015	FY 2016
	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>

FISCAL IMPACT - Small Business

No direct fiscal impact to small businesses would be expected as a result of this proposal.

FISCAL DESCRIPTION

The proposed legislation appears to have no direct fiscal impact.

This legislation is not federally mandated, would not duplicate any other program and would not require additional capital improvements or rental space.

SOURCES OF INFORMATION

Administrative Hearing Commission  
Bi-State Development Agency  
City of Kansas City  
Department of Agriculture  
Department of Conservation  
Department of Economic Development  
Department of Elementary and Secondary Education  
Department of Health and Senior Services  
Department of Higher Education  
Department of Insurance, Financial Institutions and Professional Registration  
Department of Labor and Industrial Relations  
Department of Mental Health  
JH:LR:OD

SOURCES OF INFORMATION (continued)

Department of Natural Resources  
Department of Public Safety  
    Alcohol and Tobacco Control  
    Capitol Police  
    Fire Safety  
Department of Revenue  
Department of Social Services  
Francis Howell School District  
Johnson County  
Joint Committee on Administrative Rules  
Joint Committee on Public Employee Retirement  
Legislative Research  
Lincoln University  
Linn State Technical College  
Metropolitan Community College  
Missouri Consolidated Health Care Plan  
Missouri Ethics Commission  
Missouri Gaming Commission  
Missouri Highway Patrol  
Missouri House of Representatives  
Missouri Lottery  
Missouri National Guard  
Missouri Southern State University  
Missouri State Employees' Retirement System  
Missouri State University  
Missouri Veterans Commission  
Missouri Western State University  
MoDOT & Patrol Employees' Retirement System  
Northwest Missouri State University  
Office of Administration  
    Budget and Planning  
Office of Attorney General  
Office of the Governor  
Office of Prosecution Services  
Office of the Secretary of State  
Office of the State Auditor  
Office of State Courts Administrator  
Office of the State Public Defender  
Office of State Treasurer  
Parkway School District  
JH:LR:OD

SOURCES OF INFORMATION (continued)

Public Service Commission  
Special School District  
St. Louis County  
State Emergency Management Agency  
State Tax Commission  
University of Central Missouri



Ross Strope  
Acting Director  
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