

Department of Fiscal Services  
Maryland General Assembly

FISCAL NOTE  
Revised

House Bill 1460 (Delegate Curran, et al.)  
Commerce and Government Matters

Referred to Judicial Proceedings

Human Relations Commission - Jurisdiction - Employment Discrimination

This amended bill expands the jurisdiction of the Human Relations Commission with regard to employment discrimination by changing the definition of “employer” to include a person who has one or more employees. Under current law, “employer” is defined as a person with 15 or more employees.

Fiscal Summary

**State Effect:** Assuming a 20% workload increase for the Human Relations Commission, general fund expenditures would increase by approximately \$295,900 in FY 1997. Out-year expenditures reflect annualization and wage and inflation adjustments. No effect on revenues.

(in dollars)	FY 1997	FY 1998	FY 1999	FY 2000	FY 2001
GF Revenues	\$0	\$0	\$0	\$0	\$0
GF Expenditures	295,900	339,300	356,300	374,100	392,900
Net Effect	(\$295,900)	(\$339,300)	(\$356,300)	(\$374,100)	\$(392,900)

Note: ( ) - decrease; GF - general funds; FF - federal funds; SF - special funds

**Local Effect:** None.

Fiscal Analysis

**State Expenditures:** By changing the definition of employer to include people who have one or more employees, the bill increases the number of employers who would fall under the jurisdiction of the Human Relations Commission with regard to employment discrimination. The commission estimates that its workload would increase by at least 20%, which amounts to approximately 300 additional cases per year. To handle the increased workload, the

commission estimates that nine positions would be needed: one Office Secretary I, one Assistant General Counsel I, one Human Relations Representative I, three Human Relations Representatives II, two Human Relations Representatives III, and one Human Relations Representative Supervisor. As a result, general fund expenditures would increase by \$295,935 in fiscal 1997, which reflects salaries of \$173,320, fringe benefits, one-time start-up costs, operating expenses, and the October 1, 1996 effective date. The first-year expenditures are itemized below:

Salaries and Fringe Benefits	\$235,432
Operating Expenses	<u>60,503</u>
<b>Total FY 1997 Expenditures</b>	<b>\$295,935</b>

Future year expenditures reflect (1) full salaries with 3.5% annual increases and 3% employee turnover; and (2) 2% annual increases in ongoing operating expenses.

Fiscal Services acknowledges that the provisions of the bill would require additional resources for the commission; however, the increase would depend upon the extent to which the commission's workload is actually increased. Fiscal Services is not able to verify that the bill's requirements would result in a 20% increase in the commission's workload.

**Information Source(s):** Human Relations Commission, Department of Fiscal Services

**Fiscal Note History:** First Reader - March 19, 1996  
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