

**TENNESSEE GENERAL ASSEMBLY
FISCAL REVIEW COMMITTEE**



FISCAL NOTE

HB 1317 - SB 1132

March 29, 2011

SUMMARY OF BILL: Adds sexual orientation to the prohibited discriminatory categories within employment practices, participation in a labor union, acceptance into a training program, referencing by an employment agency, or in any opportunity to enjoy goods, services, facilities, privileges, advantages, and accommodations of a place of public accommodation, resort or amusement. Excludes those instances in which sex or religion is a bona fide occupational qualification.

ESTIMATED FISCAL IMPACT:

Increase State Expenditures - \$35,000

Assumptions:

- Sexual orientation is defined as heterosexuality, homosexuality, or bisexuality.
- According to the Human Rights Commission (HRC), a five percent increase in the number of complaints is anticipated as a result of this bill. In 2010, the Commission investigated 698 complaints.
- The Commission currently has 12 investigators who on average investigate 58 cases per year (698/12).
- According to HRC, one additional investigator position will be required to process and investigate an additional 35 (698 x 5 percent) cases involving sexual orientation discrimination.
- The increase in recurring state expenditures due to one additional investigator totals \$35,000 (salary \$21,941.23 + longevity \$1,200 + benefits \$11,858.77).

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CERTIFICATION:

The information contained herein is true and correct to the best of my knowledge.

A handwritten signature in blue ink that reads "James W. White". The signature is written in a cursive style with a large initial "J" and "W".

James W. White, Executive Director

/jdb