



February 18, 2020

**SUMMARY OF ORIGINAL BILL:** Requires a covered employer under the drug-free workplace program to provide a written copy of the employer's policy on a drug-free workplace to an employee, but only at the request of the employee.

FISCAL IMPACT OF ORIGINAL BILL:

NOT SIGNIFICANT

IMPACT TO COMMERCE OF ORIGINAL BILL:

NOT SIGNIFICANT

**SUMMARY OF AMENDMENT (014899):** Deletes all language after the enacting clause. Creates the state as a model employer (*SAME*) program for individuals with disabilities to ensure that state agencies and departments have practices, and procedures in place related to the recruitment, hiring, advancement, and retention of qualified individuals with disabilities. Requires the Commissioner of the Department of Human Resources (DHR) to administer the program.

**FISCAL IMPACT OF BILL WITH PROPOSED AMENDMENT:**

**Increase State Expenditures – \$180,000/FY20-21 and Subsequent Years**

Assumptions for the bill as amended:

- DHR will require a Program Director and a Program Manager 2 in order to administer the SAME program. These positions would be necessary for providing training and assistance on disability programs.
- The recurring increase in state expenditures associated with the minimum salary for each positions is estimated to be \$179,982 [(\$63,108 salary + \$17,042 benefits) + (\$56,832 salary + \$16,000 benefits) + (\$3,000 travel + \$3,000 training + \$21,000 operational expenses)].

**IMPACT TO COMMERCE WITH PROPOSED AMENDMENT:**

**Unchanged from the original fiscal note.**

Assumption for the bill as amended:

- The provisions of this legislation could eliminate some employment barriers for persons with disabilities; however, the precise timing and overall impact on commerce and jobs in Tennessee cannot be reasonably determined, but is estimated to be not significant.

**CERTIFICATION:**

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

Handwritten signature of Krista Lee Carsner in black ink.

Krista Lee Carsner, Executive Director

/jdb