

March 5, 2015

The Honorable Steve Brunk, Chairperson
House Committee on Federal and State Affairs
Statehouse, Room 285-N
Topeka, Kansas 66612

Dear Representative Brunk:

SUBJECT: Fiscal Note for HB 2320 by Representative Ballard

In accordance with KSA 75-3715a, the following fiscal note concerning HB 2320 is respectfully submitted to your committee.

HB 2320 would require the Secretary of Administration to conduct a study concerning whether there is any wage discrimination based on gender for state employees performing similar work, which requires equal skill, effort, responsibility, and is performed under similar working conditions. The bill would require the Secretary to submit the plan on or before January 11, 2016 to the Legislature. The Secretary would be required to do the following as part of the study:

1. Develop recommendations and a plan to mitigate any discrimination;
2. Review statutory, rule, and regulation changes necessary to carry out a plan;
3. Estimate any additional staff and positions required to implement the plan;
4. Identify any steps needed for interaction with the federal government in ways that are reasonably designed to carry out the purposes of the study; and
5. Review other matters as may be necessary in making the study.

The Department of Administration states passage of HB 2320 would involve the compilation and review of virtually every position in the state workforce. The Department states given the magnitude of data that would be required to review, the timeframe for completion, the variance amongst the types of positions included in the study, and the differences in the description of the duties and responsibilities of those positions within various agencies and branches of the state, the study would require the efforts of employees of the Department of

Administration, as well as assistance from the Board of Regents and the Judicial and Legislative Branches.

The Department estimates additional State General Fund expenditures of \$135,800 if HB 2320 is passed. Of the above amount, \$130,000 would be for salaries and wages for staff time to conduct the study; \$3,000 would be for travel expenditures; \$1,800 would be for office space and equipment; and \$1,000 would be for computer programming. According to the Department, because of the timeframe to complete the study, work would begin on the study as soon as possible if the bill is passed. The agency estimates using one quarter of the funding in FY 2015 and the remaining funding in FY 2016.

The Office of Judicial Administration and the Kansas Legislative Research Department state that passage of HB 2320 would have a negligible fiscal effect upon the Judicial and Legislative Branches. The Board of Regents states there would be no fiscal effect resulting from the passage of HB 2320 to conduct the study. Any fiscal effect associated with HB 2320 is not reflected in *The FY 2016 Governor's Budget Report*.

Sincerely,

A handwritten signature in black ink, appearing to read "Shawn Sullivan", with a horizontal line extending to the right.

Shawn Sullivan,
Director of the Budget

cc: Pam Fink, DofA
Raney Gilliland, Legislative Research
Mary Rinehart, Judiciary
Kelly Oliver, Regents