

February 15, 2017

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

Dear Representative Barker:

SUBJECT: Fiscal Note for HB 2200 by House Committee on Federal and State Affairs

In accordance with KSA 75-3715a, the following fiscal note concerning HB 2200 is respectfully submitted to your committee.

HB 2200 would require each state agency to adopt a policy to prohibit workplace bullying. The policy must include:

1. A mechanism for reporting and correcting workplace bullying;
2. Protections for individuals reporting workplace bullying;
3. A defined, progressive discipline policy for repeat offenders; and,
4. A requirement for agencies to report annually to the Office of Personnel Services of the Department of Administration and the Department of Labor.

The Office of Personnel Services of the Department of Administration and the Department of Labor would draft and make sample policies available. State agencies or employees would be specifically prohibited from retaliating against another state employee who has reported or participated in an investigation of workplace bullying.

According to the Office of Personnel Services, the bill would have a fiscal effect on agencies in the form of additional staff time spent by human resource and legal staff drafting, administering, enforcing and training staff on the new policies. However, the fiscal effect cannot be estimated. The Office indicates the state currently has Professional and Workplace Violence policies and all state agencies are required to maintain grievance policies that address numerous

The Honorable John Barker, Chairperson

February 15, 2017

Page 2—HB 2200

aspects of employee conduct. While some agencies already have bullying policies in place, the bill contains specific requirements and definitions that would require modification of existing grievance or bullying policies. Any fiscal effect associated with HB 2200 is not reflected in *The FY 2018 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: Colleen Becker, Department of Administration