

**AGENCY FISCAL ESTIMATE OF PROPOSED REGULATION**

Agency Submitting Regulation: Commission on Human Rights and Opportunities Date: \_\_\_\_\_

Subject Matter of Regulation: Affirmative Action Plans

Regulation Section No.: 46a-68-75 – 46a-115 Statutory Authority: 46a-68

Other Agencies Effected: State agencies filing Affirmative Action Plans Pursuant to 46a-68 CGS  
 Effective Date Used In Cost Estimate: July 1, 2014

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**ESTIMATE OF COST OR REVENUE IMPACT OF PROPOSED REGULATION**

Agency: \_\_\_\_\_ Fund Effected: \_\_\_\_\_

	First Year	Second Year	Full Operation
Number of Positions	None	(Indeterminate)	(Indeterminate)
Personal Services			
Other Expenses	\$100,000	\$5,000	\$5,000
Equipment			
Grants			
Total State Cost or (Savings)	(\$7,000 - \$10,000)	(\$7,000 - \$10,000)	(\$7,000 - \$10,000)
Estimated Revenue Gain or (Loss)			
Total Net State Cost or (Savings)	\$90,000 - \$93,000	(\$2,000 - \$5,000)	(\$2,000 - \$5,000)

**Explanation of State Impact of Regulation:**  
 The regulations require Affirmative Action Plans to be filed electronically thereby creating savings for paper, binders, ink, copiers and personnel time.

The initial cost of \$100,000 is anticipated for the cost of a software system to make the electronic filing of plans univerrally accessible and usable for all state agencies pursuant to 46a-68 CGS. It will initially lead to reduced costs mostly in office supplies, but should result in efficiencies and staff reductions or allowing staff to take on other responsibilities.

**Explanation of Municipal Impact of Regulation:**  
 None

**Explanation of Small Business Impact of Regulation:**  
 None

**Is a regulatory flexibility analysis required pursuant to C.G.S. 4-168a?**  
 No