

# OFFICE OF FISCAL ANALYSIS

Legislative Office Building, Room 5200  
Hartford, CT 06106 ◊ (860) 240-0200  
<http://www.cga.ct.gov/ofa>

sHB-6921

## AN ACT CONCERNING DISCRIMINATION BASED ON A PERSON'S CRIMINAL HISTORY.

### **OFA Fiscal Note**

#### **State Impact:**

| Agency Affected                                  | Fund-Effect                 | FY 20 \$  | FY 21 \$  |
|--|-----------------------------|-----------|-----------|
| Human Rights & Opportunities, Com.               | GF - Cost                   | 33,737    | 48,731    |
| State Comptroller - Fringe Benefits <sup>1</sup> | GF - Cost                   | 13,896    | 20,072    |
| Human Rights & Opportunities, Com.               | GF - Potential Revenue Gain | See Below | See Below |

Note: GF=General Fund

**Municipal Impact:** None

#### **Explanation**

The bill prohibits discrimination based on certain “criminal matters of public record” and allows anyone aggrieved by certain discriminatory practices to file a discrimination complaint with the Commission on Human Rights and Opportunities (CHRO). The bill also makes it discriminatory practice for certain persons whose profession, trade or occupation requires a state license to refuse to accept someone as a member of a trade association, board, or other organization because of their criminal history and subjects violators to a fine of \$100 - \$500.

It is anticipated that up to 80 additional discrimination complaints a

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<sup>1</sup>The fringe benefit costs for most state employees are budgeted centrally in accounts administered by the Comptroller. The estimated active employee fringe benefit cost associated with most personnel changes is 41.19% of payroll in FY 20 and FY 21.

year will be filed with CHRO as a result of the provisions in this bill, requiring the addition of one Human Rights and Opportunities Trainee at a cost of \$33,737 in FY 20 (partial year) and \$48,731 in FY 21 (full year), and fringe benefit costs of \$13,896 and \$20,072, respectively. The bill may also result in a potential revenue gain to the extent that CHRO subjects violators to the fine.

***The Out Years***

The annualized ongoing fiscal impact identified above would continue into the future subject to inflation and the number of violators fined.