



**LEGISLATIVE FISCAL OFFICE**  
**Fiscal Note**

Fiscal Note On: **HB 143** HLS 22RS 209  
 Bill Text Version: **ENROLLED**  
 Opp. Chamb. Action:  
 Proposed Amd.:  
 Sub. Bill For.:

<b>Date:</b> May 18, 2022	4:04 PM	<b>Author:</b> BUTLER
<b>Dept./Agy.:</b> Statewide		
<b>Subject:</b> Americans with Disabilities Act		<b>Analyst:</b> Monique Appeaning

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Provides for development and implementation by state agencies of policies, training, and reporting relative to compliance with requirements of the Americans with Disabilities Act

Proposed law provides for definitions, **mandatory policy ensuing compliance** with Americans with Disabilities Act, **mandatory training requirements, mandatory reports** for Americans with Disabilities Act and related matters. Proposed law provides for agencies within the executive branch of the state shall ensure that all employees, at the time of employment and every five (5) years thereafter, complete a voluntary self-identification of disability form for effective data collection and analysis of the percentage of individuals with disabilities employed by the agency. Proposed law provides for agencies within the executive branch of the state shall prepare and submit an agency plan, by December first of each year, to the office that includes the strategies and goals for the upcoming year and the progress and outcomes for the current year, related to employment of individuals with disabilities. Proposed law adds a specific exception to present law regarding public records that pertains to voluntary self-identification of disability of employees.

EXPENDITURES	2022-23	2023-24	2024-25	2025-26	2026-27	5 -YEAR TOTAL
State Gen. Fd.	SEE BELOW					
Agy. Self-Gen.	SEE BELOW					
Ded./Other	SEE BELOW					
Federal Funds	SEE BELOW					
Local Funds	\$0	\$0	\$0	\$0	\$0	\$0
<b>Annual Total</b>						

REVENUES	2022-23	2023-24	2024-25	2025-26	2026-27	5 -YEAR TOTAL
State Gen. Fd.	\$0	\$0	\$0	\$0	\$0	\$0
Agy. Self-Gen.	\$0	\$0	\$0	\$0	\$0	\$0
Ded./Other	\$0	\$0	\$0	\$0	\$0	\$0
Federal Funds	\$0	\$0	\$0	\$0	\$0	\$0
Local Funds	\$0	\$0	\$0	\$0	\$0	\$0
<b>Annual Total</b>	\$0	\$0	\$0	\$0	\$0	\$0

**EXPENDITURE EXPLANATION**

Proposed law will result in an expenditure increase for State Civil Service (SCS) for course development and maintenance, the cost of a downloading service for political subdivisions unable to access the executive branch (LaGov-HCM) learning management system, and the processing of those downloads for the mandatory training outlined in proposed law. The estimated costs for the following fiscal years (FY) are: FY 23 - \$12,955, FY 24 - \$4,344, FY 25 - \$4,484, FY 26 - \$8,125, and FY 27 - \$4,776. Proposed law may result in an indeterminable nominal expenditure impact on governmental entities that cannot access to the executive branch learning management system for the mandatory training.

NOTE #1: Year 1 (FY 23) costs cover expenditures for the course development of two (2) 40-minute Web-based training courses (\$8,746), **distribution processing** (\$3,789), and Egnyte software (\$420) (Egnyte is an enterprise file sharing and collaboration tool that allows users to securely access, share, and collaborate with colleagues and partners from any device. Year 4 (FY 26) costs cover anticipated expenditures if a change of law or process is needed (\$3,498).

NOTE #2: State entities that utilize the executive branch (LaGov-HCM) learning management system are generally allocated a pro-rata share of the expenditures of State Civil Service, and these same state entities use multiple means of finance to pay their pro-rata share.

**Distribution Processing**

SCS calculated the cost for distribution processing based on its experience with previous mandated training in 2019. The agency processed 649 file requests that ultimately served over 75,000 public servants throughout the state. The agency provided the following calculation - processing courses files requests (15 minutes per request): \$3,789.18 = 162 hours @ 23.39 per hour.

Proposed law may result in an indeterminable expenditure and workload impact, yet believed to be nominal to state agencies for record-keeping and reporting.

**REVENUE EXPLANATION**

There is no anticipated direct material effect on governmental revenues as a result of this measure.

Senate Dual Referral Rules  
 13.5.1 >= \$100,000 Annual Fiscal Cost {S & H}  
 13.5.2 >= \$500,000 Annual Tax or Fee Change {S & H}

House  
 6.8(F)(1) >= \$100,000 SGF Fiscal Cost {H & S}  
 6.8(G) >= \$500,000 Tax or Fee Increase or a Net Fee Decrease {S}

*Evan Brasseaux*  
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**Evan Brasseaux**  
 Interim Deputy Fiscal Officer