

**FISCAL NOTE**  
**HOUSE BILL NO. 1391**  
**LC# 25.1065.03000**  
**03/31/2025**

**1 - State Fiscal Effect**

*Identify the state fiscal effect and the fiscal effect on agency appropriations compared to funding levels and appropriations anticipated under current law.*

	2023-2025 Biennium		2025-2027 Biennium		2027-2029 Biennium	
	General Fund	Other Funds	General Fund	Other Funds	General Fund	Other Funds
Revenues						
Expenditures			\$788,533		\$836,554	
Appropriations						

**2 - County, City, School District, and Township Fiscal Effect**

*Identify the fiscal effect on the appropriate political subdivision.*

	2023-2025 Biennium	2025-2027 Biennium	2027-2029 Biennium
Counties			
Cities			
School Districts			
Townships			

**3 - Bill and Fiscal Impact Summary**

*Provide a brief summary of the measure, including description of the provisions having fiscal impact (limited to 300 characters).*

Adding "health status" as protected class would be burdensome to the Department, requiring 5 new FTEs to process increased filings and prevent growing case backlogs. Without these resources, delays would affect all discrimination claims, including those under established protections.

**4 - Fiscal Impact Sections Detail**

*Identify and provide a brief description of the sections of the measure which have fiscal impact. Include any assumptions and comments relevant to the analysis.*

The bill in its entirety would create fiscal impact for the Department as it would obligate the investigation of "health status" discrimination claims.

## 5 - Revenues Detail

*For information shown under state fiscal effect in 1 or 2, please explain the revenue amounts. Provide detail, when appropriate, for each revenue type and fund affected and any amounts included in the executive budget.*

## 6 - Expenditures Detail

*For information shown under state fiscal effect in 1 or 2, please explain the expenditure amounts. Provide detail, when appropriate, for each agency, line item, and fund affected and the number of FTE positions affected.*

## 7 - Appropriations Detail

*For information shown under state fiscal effect in 1 or 2, please explain the appropriation amounts. Provide detail, when appropriate, for each agency and fund affected. Explain the relationship between the amounts shown for expenditures and appropriations. Indicate whether the appropriation or a part of the appropriation is included in the executive budget or relates to a continuing appropriation.*

5 New FTE's to the Department of Labor and Human Rights due to the expected mass increase in intakes and claims. General Fund.

4 Compliance Investigators = \$162,240 (Salary + Benefits) = \$648,960

1 Administrative Assistant = \$127,920 (Salary + Benefits) = \$127,920

\$788,533 (Assuming 3% salary increase in 2026)

2027-2029 also from General Fund.

\$836,554 (Assuming 3% salary increase in 2027 & 2028)

## Contact Information

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