

BOLI estimates the fiscal impact of this measure at \$330,756 General Fund for 24-months of the 2007-09 biennium and \$295,552 for 24-months of the 2009-11 biennium. Personal services total \$243,036 (2.00 FTE) and \$266,832 (2.00 FTE) respectfully. The Bureau would hire two permanent full-time positions: a Compliance Specialist 3 and a Wage and Hour Compliance Specialist. Services and supplies costs total \$87,720 for the 2007-09 biennium and \$28,720 for the 2009-11 biennium. The lower amount for the 2009-11 biennium is attributable to the elimination of one-time costs totaling \$59,000 for systems furniture and computers, for example. General wage and hour mailings would include information related to this measure.

BOLI made no estimate of the amount of civil penalty revenue due to the indeterminate number of complaints investigated and found in violation as well as the amount of such civil penalty assessed, which would vary based on the number of employees of a violating employer.

The Legislative Fiscal Office (LFO) notes that the long-term costs of this measure may increase above what BOLI has estimated as smaller employers become subject to this measure, based on the assumption that compliance violations among smaller employers may be greater than that of the larger employers.

The LFO believes this measure warrants a subsequent referral to the Joint Committee on Ways and Means Committee for consideration of this measure's budgetary impact on the State's General Fund.