

Multiple Agency Fiscal Note Summary

Bill Number: 1522 HB	Title: Sexual misconduct/assoc.
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Estimated Cash Receipts

NONE

Estimated Operating Expenditures

Agency Name	2023-25				2025-27				2027-29			
	FTEs	GF-State	NGF-Outlook	Total	FTEs	GF-State	NGF-Outlook	Total	FTEs	GF-State	NGF-Outlook	Total
University of Washington	1.3	312,210	312,210	312,210	1.3	296,024	296,024	296,024	1.3	296,024	296,024	296,024
Washington State University	4.5	566,742	566,742	566,742	4.5	566,742	566,742	566,742	4.5	566,742	566,742	566,742
Eastern Washington University	.5	85,000	85,000	85,000	.5	80,000	80,000	80,000	.5	80,000	80,000	80,000
Central Washington University	.0	0	0	0	.0	0	0	0	.0	0	0	0
The Evergreen State College	.3	43,142	43,142	43,142	.3	43,142	43,142	43,142	.3	43,142	43,142	43,142
Western Washington University	.5	74,000	74,000	74,000	.5	74,000	74,000	74,000	.5	74,000	74,000	74,000
Community and Technical College System	.0	404,000	404,000	404,000	.0	404,000	404,000	404,000	.0	404,000	404,000	404,000
Total \$	7.1	1,485,094	1,485,094	1,485,094	7.1	1,463,908	1,463,908	1,463,908	7.1	1,463,908	1,463,908	1,463,908

Estimated Capital Budget Expenditures

Agency Name	2023-25			2025-27			2027-29		
	FTEs	Bonds	Total	FTEs	Bonds	Total	FTEs	Bonds	Total
University of Washington	.0	0	0	.0	0	0	.0	0	0
Washington State University	.0	0	0	.0	0	0	.0	0	0
Eastern Washington University	.0	0	0	.0	0	0	.0	0	0
Central Washington University	.0	0	0	.0	0	0	.0	0	0
The Evergreen State College	.0	0	0	.0	0	0	.0	0	0
Western Washington University	.0	0	0	.0	0	0	.0	0	0
Community and Technical College System	.0	0	0	.0	0	0	.0	0	0
Total \$	0.0	0	0	0.0	0	0	0.0	0	0

Estimated Capital Budget Breakout

NONE

Prepared by: Ramona Nabors, OFM	Phone: (360) 742-8948	Date Published: Final 2/14/2023
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Individual State Agency Fiscal Note

Bill Number: 1522 HB	Title: Sexual misconduct/assoc.	Agency: 360-University of Washington
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Part I: Estimates

No Fiscal Impact

Estimated Cash Receipts to:

NONE

Estimated Operating Expenditures from:

	FY 2024	FY 2025	2023-25	2025-27	2027-29
FTE Staff Years	1.4	1.3	1.4	1.3	1.3
Account					
General Fund-State 001-1	164,198	148,012	312,210	296,024	296,024
Total \$	164,198	148,012	312,210	296,024	296,024

Estimated Capital Budget Impact:

NONE

The cash receipts and expenditure estimates on this page represent the most likely fiscal impact. Factors impacting the precision of these estimates, and alternate ranges (if appropriate), are explained in Part II.

Check applicable boxes and follow corresponding instructions:

- If fiscal impact is greater than \$50,000 per fiscal year in the current biennium or in subsequent biennia, complete entire fiscal note form Parts I-V.
- If fiscal impact is less than \$50,000 per fiscal year in the current biennium or in subsequent biennia, complete this page only (Part I).
- Capital budget impact, complete Part IV.
- Requires new rule making, complete Part V.

Legislative Contact: Elizabeth Allison	Phone: 360-786-7129	Date: 01/27/2023
Agency Preparation: Lauren Hatchett	Phone: 2066167203	Date: 02/01/2023
Agency Approval: Charlotte Shannon	Phone: 2066858868	Date: 02/01/2023
OFM Review: Ramona Nabors	Phone: (360) 742-8948	Date: 02/14/2023

Part II: Narrative Explanation

II. A - Brief Description Of What The Measure Does That Has Fiscal Impact

Significant provisions of the bill and any related workload or policy assumptions that have revenue or expenditure impact on the responding agency by section number.

HB 1522 intends to amend RCW 28B.112.080, to include investigations related to a job applicant's membership in a scholarly or professional association. The law currently requires institutions of higher education to ask job applicants, prior to an official offer of employment, to declare whether they had been, or currently are, the subject of substantiated findings of sexual misconduct by an employer or if they resigned employment during an ongoing investigation of sexual misconduct. It also requires institutions of higher education to conduct a sexual misconduct disclosure check to a job applicant's current or previous higher education employers in the state of Washington.

Section 2 would define "association" to mean a scholarly or professional organization or learned society that sponsors activities or events for the benefit of individuals affiliated with postsecondary educational institutions, with a code of conduct forbidding sexual misconduct at such activities or events and established investigative procedures.

Section 3 would expand RCW 28B.112.080 to require that institutions of higher education ask job applicants to complete a declaration of any substantiated findings of sexual misconduct, current investigation of sexual misconduct, or resignation of membership during an investigation into a violation of any sexual misconduct policy by any association. It also requires institutions of higher education to send a sexual misconduct disclosure check to a job applicant's current or previous associations prior to an official offer of employment.

II. B - Cash receipts Impact

Cash receipts impact of the legislation on the responding agency with the cash receipts provisions identified by section number and when appropriate, the detail of the revenue sources. Description of the factual basis of the assumptions and the method by which the cash receipts impact is derived. Explanation of how workload assumptions translate into estimates. Distinguished between one time and ongoing functions.

II. C - Expenditures

Agency expenditures necessary to implement this legislation (or savings resulting from this legislation), with the provisions of the legislation that result in the expenditures (or savings) identified by section number. Description of the factual basis of the assumptions and the method by which the expenditure impact is derived. Explanation of how workload assumptions translate into cost estimates. Distinguished between one time and ongoing functions.

SECTION 3

This section would require the University of Washington (UW) to update its sexual misconduct declaration processes for staff, academic student employees, and academic personnel to ask final candidates to declare whether they are the subject of any substantiated finding of sexual misconduct by any association or if they are currently being investigated for or have resigned membership during an investigation into a violation of any sexual misconduct policy by an association and, if so, to provide an explanation of the situation. When there is an association listed, the UW would also be required to provide the association(s) with a copy of the candidate's signed declaration along with a request for the association to provide any information on a sexual misconduct finding, investigation, or resignation.

ONE-TIME SYSTEM UPDATES - \$16,185

The cost of updating the declaration process for applicants to staff positions will require one-time system changes in the UW's applicant tracking system for staff hires. This is estimated to comprise about 3 months of work at 0.2 FTE of a Senior Computer Specialist (salary for 3 months: \$7,228; benefits rate: 31.8%) and 3 months of work at 0.15 FTE of a Human Resources Information System Analyst (salary for 3 months: \$3,535; benefits rate: 31.8%) to complete design, development, and testing of the system solution.

The cost of updating the declaration process for applicants to academic student employee positions will require one-time system changes to the UW's third-party system. The cost for this change request is estimated at \$1,000.

The cost of updating the declaration process for applicants to academic personnel positions will require one-time system changes to the UW’s third-party system. The cost for this change request is estimated at \$1,000.

ONGOING PROCESSING OF SEXUAL MISCONDUCT DECLARATIONS THAT LIST AN ASSOCIATION - \$148,012 per fiscal year (FY24 - FY29 and ongoing)

The UW anticipates an increase in costs because (1) compared to the number of final candidates for employment who previously or currently work at a Washington state institution of higher education, there will be more finalists for employment who are current or former members of associations, (2) finalist candidates may have membership in more than one association, and (3) unlike the limited number of Washington state institutions of higher education, there is not a set list of associations. We estimate that in addition to an increase in the number of declarations, the bill will require significant ongoing work to review candidate declarations and troubleshoot with candidates' incomplete or incorrect declarations, identify association(s), and determine if they meet definitions under the bill, identify the appropriate contact at association(s), send to the association(s) the candidate’s signed authorization and disclosure and request verification of the candidate’s disclosure, and follow-up with non-responses. This work is estimated to incur the following ongoing costs for each fiscal year for FY24 – FY29:

- To support staff, academic personnel, and academic student employee sexual misconduct declaration process: 1.0 FTE of a Human Resources Consultant Analyst 2 position (annual salary: \$49,620; benefits rate: 39.5%).
- To review declarations with a self-disclosure and to address higher-level questions:
 - o 0.1 FTE of a Director, Human Resources Campus Operations position (annual salary: \$162,528; benefits rate: 31.8%)
 - o 0.1 of an Assistant Vice Provost position (annual salary: \$202,008; benefits rate: 31.8%)
 - o 0.1 of a Director, UW Medical Centers Human Resources position (annual salary: \$233,280; benefits rate: 31.8%)

Part III: Expenditure Detail

III. A - Operating Budget Expenditures

Account	Account Title	Type	FY 2024	FY 2025	2023-25	2025-27	2027-29
001-1	General Fund	State	164,198	148,012	312,210	296,024	296,024
Total \$			164,198	148,012	312,210	296,024	296,024

III. B - Expenditures by Object Or Purpose

	FY 2024	FY 2025	2023-25	2025-27	2027-29
FTE Staff Years	1.4	1.3	1.4	1.3	1.3
A-Salaries and Wages	120,165	109,402	229,567	218,804	218,804
B-Employee Benefits	42,033	38,610	80,643	77,220	77,220
C-Professional Service Contracts	2,000		2,000		
E-Goods and Other Services					
G-Travel					
J-Capital Outlays					
M-Inter Agency/Fund Transfers					
N-Grants, Benefits & Client Services					
P-Debt Service					
S-Interagency Reimbursements					
T-Intra-Agency Reimbursements					
9-					
Total \$	164,198	148,012	312,210	296,024	296,024

III. C - Operating FTE Detail: *List FTEs by classification and corresponding annual compensation. Totals need to agree with total FTEs in Part I and Part IIIA*

Job Classification	Salary	FY 2024	FY 2025	2023-25	2025-27	2027-29
Assistant Vice Provost	202,008	0.1	0.1	0.1	0.1	0.1
Director, Human Resources Campus Operations	162,528	0.1	0.1	0.1	0.1	0.1
Director, UW Medical Centers Human Resources	233,280	0.1	0.1	0.1	0.1	0.1
Human Resources Consultant Analyst 2	49,620	1.0	1.0	1.0	1.0	1.0
Human Resources Information System Analyst	94,272	0.0		0.0		
Senior Computer Specialist	144,564	0.1		0.0		
Total FTEs		1.4	1.3	1.4	1.3	1.3

III. D - Expenditures By Program (optional)

NONE

Part IV: Capital Budget Impact

IV. A - Capital Budget Expenditures

NONE

IV. B - Expenditures by Object Or Purpose

NONE

IV. C - Capital Budget Breakout

Acquisition and construction costs not reflected elsewhere on the fiscal note and description of potential financing methods.

NONE

IV. D - Capital FTE Detail: *FTEs listed by classification and corresponding annual compensation. Totals agree with total FTEs in Part IVB.*

NONE

Part V: New Rule Making Required

Provisions of the bill that require the agency to adopt new administrative rules or repeal/revise existing rules.

Individual State Agency Fiscal Note

Bill Number: 1522 HB	Title: Sexual misconduct/assoc.	Agency: 365-Washington State University
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Part I: Estimates

No Fiscal Impact

Estimated Cash Receipts to:

NONE

Estimated Operating Expenditures from:

	FY 2024	FY 2025	2023-25	2025-27	2027-29
FTE Staff Years	4.5	4.5	4.5	4.5	4.5
Account					
General Fund-State 001-1	283,371	283,371	566,742	566,742	566,742
Total \$	283,371	283,371	566,742	566,742	566,742

Estimated Capital Budget Impact:

NONE

The cash receipts and expenditure estimates on this page represent the most likely fiscal impact. Factors impacting the precision of these estimates, and alternate ranges (if appropriate), are explained in Part II.

Check applicable boxes and follow corresponding instructions:

- If fiscal impact is greater than \$50,000 per fiscal year in the current biennium or in subsequent biennia, complete entire fiscal note form Parts I-V.
- If fiscal impact is less than \$50,000 per fiscal year in the current biennium or in subsequent biennia, complete this page only (Part I).
- Capital budget impact, complete Part IV.
- Requires new rule making, complete Part V.

Legislative Contact: Elizabeth Allison	Phone: 360-786-7129	Date: 01/27/2023
Agency Preparation: Emily Green	Phone: 5093359681	Date: 02/02/2023
Agency Approval: Chris Jones	Phone: 509-335-9682	Date: 02/02/2023
OFM Review: Ramona Nabors	Phone: (360) 742-8948	Date: 02/14/2023

Part II: Narrative Explanation

II. A - Brief Description Of What The Measure Does That Has Fiscal Impact

Significant provisions of the bill and any related workload or policy assumptions that have revenue or expenditure impact on the responding agency by section number.

HB 1522: Sexual misconduct/associations addresses sexual misconduct at scholarly or professional associations. This bill increases the scope of RCW 28.112.080: applicants for employment must disclose substantiated findings or current investigations of sexual misconduct at scholarly/professional organizations.

Section 2 (2) of this bill defines "Association" as a scholarly or professional organization or learned society that sponsors activities or events for the benefit of individuals affiliated with post-secondary education institutions.

Section 3 of this bill requires that applicants must declare if they are subject of any substantiated finding of sexual misconduct in any current or former employment or by an association, is currently being investigated for, or has left a position during an investigation into, a violation of any sexual misconduct policy at the applicant's current and past employers, or is currently being investigated for, or has resigned membership during an investigation into, a violation of any sexual misconduct policy by an association and, if so, an explanation of situation.

This bill would fiscally impact Washington State University.

II. B - Cash receipts Impact

Cash receipts impact of the legislation on the responding agency with the cash receipts provisions identified by section number and when appropriate, the detail of the revenue sources. Description of the factual basis of the assumptions and the method by which the cash receipts impact is derived. Explanation of how workload assumptions translate into estimates. Distinguished between one time and ongoing functions.

II. C - Expenditures

Agency expenditures necessary to implement this legislation (or savings resulting from this legislation), with the provisions of the legislation that result in the expenditures (or savings) identified by section number. Description of the factual basis of the assumptions and the method by which the expenditure impact is derived. Explanation of how workload assumptions translate into cost estimates. Distinguished between one time and ongoing functions.

For the purposes of this fiscal note, WSU assumes that it would take approximately one hour to process all new applicants to meet the requirements of Section 3 of this bill. WSU estimates it would need hire the following positions to correctly screen applicants per the new requirements: Human Resource Coordinator (2.5 FTE; \$45,852 Salary/\$16,677 Benefits), Coordinator (1.0 FTE; \$49,500 Salary/\$17,573 Benefits), and IT Consultant (1.0 FTE; \$45,000 Salary/\$15,975 Benefits). These additional positions would be required to implement additional processes to reach out to "Associations" as defined by this bill. Additionally, WSU would need to update the application process for applicants to provide association information and disclose any sexual misconduct.

Part III: Expenditure Detail

III. A - Operating Budget Expenditures

Account	Account Title	Type	FY 2024	FY 2025	2023-25	2025-27	2027-29
001-1	General Fund	State	283,371	283,371	566,742	566,742	566,742
Total \$			283,371	283,371	566,742	566,742	566,742

III. B - Expenditures by Object Or Purpose

	FY 2024	FY 2025	2023-25	2025-27	2027-29
FTE Staff Years	4.5	4.5	4.5	4.5	4.5
A-Salaries and Wages	209,130	209,130	418,260	418,260	418,260
B-Employee Benefits	74,241	74,241	148,482	148,482	148,482
C-Professional Service Contracts					
E-Goods and Other Services					
G-Travel					
J-Capital Outlays					
M-Inter Agency/Fund Transfers					
N-Grants, Benefits & Client Services					
P-Debt Service					
S-Interagency Reimbursements					
T-Intra-Agency Reimbursements					
9-					
Total \$	283,371	283,371	566,742	566,742	566,742

III. C - Operating FTE Detail: *List FTEs by classification and corresponding annual compensation. Totals need to agree with total FTEs in Part I and Part IIIA*

Job Classification	Salary	FY 2024	FY 2025	2023-25	2025-27	2027-29
Coordinator	49,500	1.0	1.0	1.0	1.0	1.0
HRS Coordinantor	45,852	2.5	2.5	2.5	2.5	2.5
IT Consultant	45,000	1.0	1.0	1.0	1.0	1.0
Total FTEs		4.5	4.5	4.5	4.5	4.5

III. D - Expenditures By Program (optional)

NONE

Part IV: Capital Budget Impact

IV. A - Capital Budget Expenditures

NONE

IV. B - Expenditures by Object Or Purpose

NONE

IV. C - Capital Budget Breakout

Acquisition and construction costs not reflected elsewhere on the fiscal note and description of potential financing methods.

NONE

IV. D - Capital FTE Detail: *FTEs listed by classification and corresponding annual compensation. Totals agree with total FTEs in Part IVB.*

NONE

Part V: New Rule Making Required

Provisions of the bill that require the agency to adopt new administrative rules or repeal/revise existing rules.

Individual State Agency Fiscal Note

Bill Number: 1522 HB	Title: Sexual misconduct/assoc.	Agency: 370-Eastern Washington University
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Part I: Estimates

No Fiscal Impact

Estimated Cash Receipts to:

NONE

Estimated Operating Expenditures from:

	FY 2024	FY 2025	2023-25	2025-27	2027-29
FTE Staff Years	0.5	0.5	0.5	0.5	0.5
Account					
General Fund-State 001-1	45,000	40,000	85,000	80,000	80,000
Total \$	45,000	40,000	85,000	80,000	80,000

Estimated Capital Budget Impact:

NONE

The cash receipts and expenditure estimates on this page represent the most likely fiscal impact. Factors impacting the precision of these estimates, and alternate ranges (if appropriate), are explained in Part II.

Check applicable boxes and follow corresponding instructions:

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- If fiscal impact is less than \$50,000 per fiscal year in the current biennium or in subsequent biennia, complete this page only (Part I).
- Capital budget impact, complete Part IV.
- Requires new rule making, complete Part V.

Legislative Contact: Elizabeth Allison	Phone: 360-786-7129	Date: 01/27/2023
Agency Preparation: Keith Tyler	Phone: 509 359-2480	Date: 02/01/2023
Agency Approval: Alexandra Rosebrook	Phone: (509) 359-7364	Date: 02/01/2023
OFM Review: Ramona Nabors	Phone: (360) 742-8948	Date: 02/14/2023

Part II: Narrative Explanation

II. A - Brief Description Of What The Measure Does That Has Fiscal Impact

Significant provisions of the bill and any related workload or policy assumptions that have revenue or expenditure impact on the responding agency by section number.

HB 1522 amends RCW 28B.112.080 to include declarations of current investigations or substantiated findings of sexual misconduct in professional or scholarly associations by applicants for employment. This amendment is on top of the current requirement for applicants to divulge substantiated findings or current investigations of sexual misconduct with previous employers. Institutions of higher education will also be required to expand sexual misconduct background checks to include professional and scholarly associations in addition to current or previous Washington higher education employers.

Associations are defined in amended section 2 to mean a scholarly or professional organization or learned society that sponsors activities or events for the benefit of individuals affiliated with postsecondary educational institutions, with a code of conduct forbidding sexual misconduct at such activities or events, and established investigative procedures for allegations of violations of the code.

Amended section 3 requires that, prior to an official offer of employment, an applicant must provide to an institute of higher education a declaration of any substantiated findings, current investigations, or resignation of membership during an investigation of sexual misconduct by any association. Institutions of higher education must also include applicants' current or previous associations in sexual misconduct background checks.

II. B - Cash receipts Impact

Cash receipts impact of the legislation on the responding agency with the cash receipts provisions identified by section number and when appropriate, the detail of the revenue sources. Description of the factual basis of the assumptions and the method by which the cash receipts impact is derived. Explanation of how workload assumptions translate into estimates. Distinguished between one time and ongoing functions.

II. C - Expenditures

Agency expenditures necessary to implement this legislation (or savings resulting from this legislation), with the provisions of the legislation that result in the expenditures (or savings) identified by section number. Description of the factual basis of the assumptions and the method by which the expenditure impact is derived. Explanation of how workload assumptions translate into cost estimates. Distinguished between one time and ongoing functions.

Amended section 3 requires that, prior to an official offer of employment, an applicant must provide to an institute of higher education a declaration of any substantiated findings, current investigations, or resignation of membership during an investigation of sexual misconduct by any association. Institutions of higher education must also include applicants' current or previous associations in sexual misconduct background checks. EWU will be required to provide sexual misconduct declarations to associations, including an authorization by the applicant and request for the association to disclose any sexual misconduct committed by the applicant and make available any documentation relating to sexual misconduct or sexual harassment.

The addition of associations to sexual misconduct disclosures and background checks will require Human Resources staff to research and identify applicable associations, identify points of contact, and follow up with associations when responses are not received. Staff will also need to respond to questions from out of state associations to explain and clarify the requirements of this legislation. EWU expects that the number of final candidates who are current or former members of associations will increase significantly over the current number of applicants who are current or previous employees of Washington institutions of higher education.

With the increased workload required to be in compliance with this bill, EWU anticipates an annual need for an additional .5FTE Human Resources associate at a salary of approximately \$31,000, plus additional benefits of \$9,000 (30% benefit rate). EWU also estimates initial setup costs of approximately \$5,000 to update forms, procedures, and HR systems to include the necessary fields and language in compliance with this bill.

Part III: Expenditure Detail

III. A - Operating Budget Expenditures

Account	Account Title	Type	FY 2024	FY 2025	2023-25	2025-27	2027-29
001-1	General Fund	State	45,000	40,000	85,000	80,000	80,000
Total \$			45,000	40,000	85,000	80,000	80,000

III. B - Expenditures by Object Or Purpose

	FY 2024	FY 2025	2023-25	2025-27	2027-29
FTE Staff Years	0.5	0.5	0.5	0.5	0.5
A-Salaries and Wages	31,000	31,000	62,000	62,000	62,000
B-Employee Benefits	9,000	9,000	18,000	18,000	18,000
C-Professional Service Contracts	5,000		5,000		
E-Goods and Other Services					
G-Travel					
J-Capital Outlays					
M-Inter Agency/Fund Transfers					
N-Grants, Benefits & Client Services					
P-Debt Service					
S-Interagency Reimbursements					
T-Intra-Agency Reimbursements					
9-					
Total \$	45,000	40,000	85,000	80,000	80,000

III. C - Operating FTE Detail: *List FTEs by classification and corresponding annual compensation. Totals need to agree with total FTEs in Part I and Part IIIA*

Job Classification	Salary	FY 2024	FY 2025	2023-25	2025-27	2027-29
HR Associate	31,000	0.5	0.5	0.5	0.5	0.5
Total FTEs		0.5	0.5	0.5	0.5	0.5

III. D - Expenditures By Program (optional)

NONE

Part IV: Capital Budget Impact

IV. A - Capital Budget Expenditures

NONE

IV. B - Expenditures by Object Or Purpose

NONE

IV. C - Capital Budget Breakout

Acquisition and construction costs not reflected elsewhere on the fiscal note and description of potential financing methods.

NONE

IV. D - Capital FTE Detail: *FTEs listed by classification and corresponding annual compensation. Totals agree with total FTEs in Part IVB.*

NONE

Part V: New Rule Making Required

Provisions of the bill that require the agency to adopt new administrative rules or repeal/revise existing rules.

Individual State Agency Fiscal Note

Bill Number: 1522 HB	Title: Sexual misconduct/assoc.	Agency: 375-Central Washington University
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Part I: Estimates

No Fiscal Impact

Estimated Cash Receipts to:

NONE

Estimated Operating Expenditures from:

NONE

Estimated Capital Budget Impact:

NONE

The cash receipts and expenditure estimates on this page represent the most likely fiscal impact. Factors impacting the precision of these estimates, and alternate ranges (if appropriate), are explained in Part II.

Check applicable boxes and follow corresponding instructions:

- If fiscal impact is greater than \$50,000 per fiscal year in the current biennium or in subsequent biennia, complete entire fiscal note form Parts I-V.
- If fiscal impact is less than \$50,000 per fiscal year in the current biennium or in subsequent biennia, complete this page only (Part I).
- Capital budget impact, complete Part IV.
- Requires new rule making, complete Part V.

Legislative Contact: Elizabeth Allison	Phone: 360-786-7129	Date: 01/27/2023
Agency Preparation: Erin Sargent	Phone: 509-963-2395	Date: 02/01/2023
Agency Approval: Lisa Plesha	Phone: (509) 963-1233	Date: 02/01/2023
OFM Review: Ramona Nabors	Phone: (360) 742-8948	Date: 02/14/2023

Part II: Narrative Explanation

II. A - Brief Description Of What The Measure Does That Has Fiscal Impact

Significant provisions of the bill and any related workload or policy assumptions that have revenue or expenditure impact on the responding agency by section number.

HB 1522 enhances the “pass the harasser” law by requiring Central Washington University (CWU) to expand the declaration required of applicants for employment to include substantiated findings or current investigations by scholarly associations, as well as expand the requirement to request documentation to include substantiated findings or investigations generated by scholarly associations.

CWU has assessed the implications of the bill and has determined that the current systems can accommodate the requirements of the bill, under the assumption that only the associations identified by the applicant will be included in any document request. In the even the bill language requires CWU to reach out to all associations, the impact could be significant including staff and possible system pressures.

II. B - Cash receipts Impact

Cash receipts impact of the legislation on the responding agency with the cash receipts provisions identified by section number and when appropriate, the detail of the revenue sources. Description of the factual basis of the assumptions and the method by which the cash receipts impact is derived. Explanation of how workload assumptions translate into estimates. Distinguished between one time and ongoing functions.

II. C - Expenditures

Agency expenditures necessary to implement this legislation (or savings resulting from this legislation), with the provisions of the legislation that result in the expenditures (or savings) identified by section number. Description of the factual basis of the assumptions and the method by which the expenditure impact is derived. Explanation of how workload assumptions translate into cost estimates. Distinguished between one time and ongoing functions.

Part III: Expenditure Detail

III. A - Operating Budget Expenditures

NONE

III. B - Expenditures by Object Or Purpose

NONE

III. C - Operating FTE Detail: *FTEs listed by classification and corresponding annual compensation. Totals agree with total FTEs in Part I and Part IIIA.*

NONE

III. D - Expenditures By Program (optional)

NONE

Part IV: Capital Budget Impact

IV. A - Capital Budget Expenditures

NONE

IV. B - Expenditures by Object Or Purpose

NONE

IV. C - Capital Budget Breakout

Acquisition and construction costs not reflected elsewhere on the fiscal note and description of potential financing methods.

NONE

IV. D - Capital FTE Detail: *FTEs listed by classification and corresponding annual compensation. Totals agree with total FTEs in Part IVB.*

NONE

Part V: New Rule Making Required

Provisions of the bill that require the agency to adopt new administrative rules or repeal/revise existing rules.

Individual State Agency Fiscal Note

Bill Number: 1522 HB	Title: Sexual misconduct/assoc.	Agency: 376-The Evergreen State College
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Part I: Estimates

No Fiscal Impact

Estimated Cash Receipts to:

NONE

Estimated Operating Expenditures from:

	FY 2024	FY 2025	2023-25	2025-27	2027-29
FTE Staff Years	0.3	0.3	0.3	0.3	0.3
Account					
General Fund-State 001-1	21,571	21,571	43,142	43,142	43,142
Total \$	21,571	21,571	43,142	43,142	43,142

Estimated Capital Budget Impact:

NONE

The cash receipts and expenditure estimates on this page represent the most likely fiscal impact. Factors impacting the precision of these estimates, and alternate ranges (if appropriate), are explained in Part II.

Check applicable boxes and follow corresponding instructions:

- If fiscal impact is greater than \$50,000 per fiscal year in the current biennium or in subsequent biennia, complete entire fiscal note form Parts I-V.
- If fiscal impact is less than \$50,000 per fiscal year in the current biennium or in subsequent biennia, complete this page only (Part I).
- Capital budget impact, complete Part IV.
- Requires new rule making, complete Part V.

Legislative Contact: Elizabeth Allison	Phone: 360-786-7129	Date: 01/27/2023
Agency Preparation: Daniel Ralph	Phone: 360-867-6500	Date: 01/31/2023
Agency Approval: Dane Apalategui	Phone: 360-867-6517	Date: 01/31/2023
OFM Review: Ramona Nabors	Phone: (360) 742-8948	Date: 02/14/2023

Part II: Narrative Explanation

II. A - Brief Description Of What The Measure Does That Has Fiscal Impact

Significant provisions of the bill and any related workload or policy assumptions that have revenue or expenditure impact on the responding agency by section number.

HB 1522 relates to sexual misconduct in scholarly or professional associations.

Section 1 explains that the bill is an effort to address sexual misconduct outside the scope of employment – in this case, at scholarly and professional association conferences or meetings. Colleges and universities are required to ask job applicants whether they have been the subject of substantiated findings or investigations by previous or current employers, and to request documentation of such findings prior to extending an offer of employment. This act would extend that requirement to findings and investigations being conducted by professional associations and scholarly associations.

Section 2 defines a professional or scholarly association as one that sponsors activities or events for the benefit of individuals affiliated with postsecondary education institutions with a code of conduct that forbids sexual misconduct at meetings or conferences, and established procedures for investigating such misconduct.

Section 3 adds the new language discussed in section 1 to the required information included on the application for employment.

II. B - Cash receipts Impact

Cash receipts impact of the legislation on the responding agency with the cash receipts provisions identified by section number and when appropriate, the detail of the revenue sources. Description of the factual basis of the assumptions and the method by which the cash receipts impact is derived. Explanation of how workload assumptions translate into estimates. Distinguished between one time and ongoing functions.

II. C - Expenditures

Agency expenditures necessary to implement this legislation (or savings resulting from this legislation), with the provisions of the legislation that result in the expenditures (or savings) identified by section number. Description of the factual basis of the assumptions and the method by which the expenditure impact is derived. Explanation of how workload assumptions translate into cost estimates. Distinguished between one time and ongoing functions.

We estimate the need for a .25 FTE Human Resource Consultant and a .05 FTE Faculty Hiring Coordinator to perform the additional duties required by this bill. We have included benefits for this position using an 18.3% benefits rate.

Part III: Expenditure Detail

III. A - Operating Budget Expenditures

Account	Account Title	Type	FY 2024	FY 2025	2023-25	2025-27	2027-29
001-1	General Fund	State	21,571	21,571	43,142	43,142	43,142
Total \$			21,571	21,571	43,142	43,142	43,142

III. B - Expenditures by Object Or Purpose

	FY 2024	FY 2025	2023-25	2025-27	2027-29
FTE Staff Years	0.3	0.3	0.3	0.3	0.3
A-Salaries and Wages	18,234	18,234	36,468	36,468	36,468
B-Employee Benefits	3,337	3,337	6,674	6,674	6,674
C-Professional Service Contracts					
E-Goods and Other Services					
G-Travel					
J-Capital Outlays					
M-Inter Agency/Fund Transfers					
N-Grants, Benefits & Client Services					
P-Debt Service					
S-Interagency Reimbursements					
T-Intra-Agency Reimbursements					
9-					
Total \$	21,571	21,571	43,142	43,142	43,142

III. C - Operating FTE Detail: *List FTEs by classification and corresponding annual compensation. Totals need to agree with total FTEs in Part I and Part IIIA*

Job Classification	Salary	FY 2024	FY 2025	2023-25	2025-27	2027-29
Faculty Hiring Coordinator	60,780	0.1	0.1	0.1	0.1	0.1
Human Resource Consultant 1	60,780	0.3	0.3	0.3	0.3	0.3
Total FTEs		0.3	0.3	0.3	0.3	0.3

III. D - Expenditures By Program (optional)

NONE

Part IV: Capital Budget Impact

IV. A - Capital Budget Expenditures

NONE

IV. B - Expenditures by Object Or Purpose

NONE

IV. C - Capital Budget Breakout

Acquisition and construction costs not reflected elsewhere on the fiscal note and description of potential financing methods.

NONE

IV. D - Capital FTE Detail: *FTEs listed by classification and corresponding annual compensation. Totals agree with total FTEs in Part IVB.*

NONE

Part V: New Rule Making Required

Provisions of the bill that require the agency to adopt new administrative rules or repeal/revise existing rules.

Individual State Agency Fiscal Note

Revised

Bill Number: 1522 HB	Title: Sexual misconduct/assoc.	Agency: 380-Western Washington University
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Part I: Estimates

No Fiscal Impact

Estimated Cash Receipts to:

NONE

Estimated Operating Expenditures from:

	FY 2024	FY 2025	2023-25	2025-27	2027-29
FTE Staff Years	0.5	0.5	0.5	0.5	0.5
Account					
General Fund-State 001-1	37,000	37,000	74,000	74,000	74,000
Total \$	37,000	37,000	74,000	74,000	74,000

Estimated Capital Budget Impact:

NONE

The cash receipts and expenditure estimates on this page represent the most likely fiscal impact. Factors impacting the precision of these estimates, and alternate ranges (if appropriate), are explained in Part II.

Check applicable boxes and follow corresponding instructions:

- If fiscal impact is greater than \$50,000 per fiscal year in the current biennium or in subsequent biennia, complete entire fiscal note form Parts I-V.
- If fiscal impact is less than \$50,000 per fiscal year in the current biennium or in subsequent biennia, complete this page only (Part I).
- Capital budget impact, complete Part IV.
- Requires new rule making, complete Part V.

Legislative Contact: Elizabeth Allison	Phone: 360-786-7129	Date: 01/27/2023
Agency Preparation: Timothy Davenport	Phone: 3606503377	Date: 02/02/2023
Agency Approval: Faye Gallant	Phone: 3606504762	Date: 02/02/2023
OFM Review: Ramona Nabors	Phone: (360) 742-8948	Date: 02/14/2023

Part II: Narrative Explanation

II. A - Brief Description Of What The Measure Does That Has Fiscal Impact

Significant provisions of the bill and any related workload or policy assumptions that have revenue or expenditure impact on the responding agency by section number.

HB 1522 extends the existing background check requirements to include “associations” (as defined in Section 2) to identify an applicant which is currently being investigated for, or has resigned membership during an investigation into, a violation of any sexual misconduct policy by any association.

We anticipate that HB 1522 will have a fiscal impact due to the expanded scope of background checks to include these scholarly and professional development organizations/associations. It will require our team members to research and identify a point of contact for each listed organization/association. HR staff will also spend time when they fail to receive timely responses from an association.

II. B - Cash receipts Impact

Cash receipts impact of the legislation on the responding agency with the cash receipts provisions identified by section number and when appropriate, the detail of the revenue sources. Description of the factual basis of the assumptions and the method by which the cash receipts impact is derived. Explanation of how workload assumptions translate into estimates. Distinguished between one time and ongoing functions.

II. C - Expenditures

Agency expenditures necessary to implement this legislation (or savings resulting from this legislation), with the provisions of the legislation that result in the expenditures (or savings) identified by section number. Description of the factual basis of the assumptions and the method by which the expenditure impact is derived. Explanation of how workload assumptions translate into cost estimates. Distinguished between one time and ongoing functions.

We estimate 0.50 FTE for a human resources professional will be needed to fulfill the expanded background checks required by this proposed legislation. Associated benefits are roughly 39 percent on top of salary.

Part III: Expenditure Detail

III. A - Operating Budget Expenditures

Account	Account Title	Type	FY 2024	FY 2025	2023-25	2025-27	2027-29
001-1	General Fund	State	37,000	37,000	74,000	74,000	74,000
Total \$			37,000	37,000	74,000	74,000	74,000

III. B - Expenditures by Object Or Purpose

	FY 2024	FY 2025	2023-25	2025-27	2027-29
FTE Staff Years	0.5	0.5	0.5	0.5	0.5
A-Salaries and Wages	26,550	26,550	53,100	53,100	53,100
B-Employee Benefits	10,450	10,450	20,900	20,900	20,900
C-Professional Service Contracts					
E-Goods and Other Services					
G-Travel					
J-Capital Outlays					
M-Inter Agency/Fund Transfers					
N-Grants, Benefits & Client Services					
P-Debt Service					
S-Interagency Reimbursements					
T-Intra-Agency Reimbursements					
9-					
Total \$	37,000	37,000	74,000	74,000	74,000

III. C - Operating FTE Detail: *List FTEs by classification and corresponding annual compensation. Totals need to agree with total FTEs in Part I and Part IIIA*

Job Classification	Salary	FY 2024	FY 2025	2023-25	2025-27	2027-29
HR Consultant Assistant 2	26,550	0.5	0.5	0.5	0.5	0.5
Total FTEs		0.5	0.5	0.5	0.5	0.5

III. D - Expenditures By Program (optional)

NONE

Part IV: Capital Budget Impact

IV. A - Capital Budget Expenditures

NONE

IV. B - Expenditures by Object Or Purpose

NONE

IV. C - Capital Budget Breakout

Acquisition and construction costs not reflected elsewhere on the fiscal note and description of potential financing methods.

NONE

IV. D - Capital FTE Detail: *FTEs listed by classification and corresponding annual compensation. Totals agree with total FTEs in Part IVB.*

NONE

Part V: New Rule Making Required

Provisions of the bill that require the agency to adopt new administrative rules or repeal/revise existing rules.

Individual State Agency Fiscal Note

Bill Number: 1522 HB	Title: Sexual misconduct/assocs.	Agency: 699-Community and Technica College System
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Part I: Estimates

No Fiscal Impact

Estimated Cash Receipts to:

NONE

Estimated Operating Expenditures from:

	FY 2024	FY 2025	2023-25	2025-27	2027-29
Account					
General Fund-State 001-1	202,000	202,000	404,000	404,000	404,000
Total \$	202,000	202,000	404,000	404,000	404,000

Estimated Capital Budget Impact:

NONE

The cash receipts and expenditure estimates on this page represent the most likely fiscal impact. Factors impacting the precision of these estimates, and alternate ranges (if appropriate), are explained in Part II.

Check applicable boxes and follow corresponding instructions:

- If fiscal impact is greater than \$50,000 per fiscal year in the current biennium or in subsequent biennia, complete entire fiscal note form Parts I-V.
- If fiscal impact is less than \$50,000 per fiscal year in the current biennium or in subsequent biennia, complete this page only (Part I).
- Capital budget impact, complete Part IV.
- Requires new rule making, complete Part V.

Legislative Contact: Elizabeth Allison	Phone: 360-786-7129	Date: 01/27/2023
Agency Preparation: Brian Myhre	Phone: 360-704-4413	Date: 02/04/2023
Agency Approval: Cherie Berthon	Phone: 360-704-1023	Date: 02/04/2023
OFM Review: Ramona Nabors	Phone: (360) 742-8948	Date: 02/14/2023

Part II: Narrative Explanation

II. A - Brief Description Of What The Measure Does That Has Fiscal Impact

Significant provisions of the bill and any related workload or policy assumptions that have revenue or expenditure impact on the responding agency by section number.

Prior to an official offer of employment, this bill would require applicants to postsecondary educational institutions to authorize the applicant's relevant associations to disclose any sexual misconduct committed by the applicant and request any relevant associations to provide information on the sexual misconduct.

Associations are defined as scholarly or professional organizations or learned society that sponsors activities or events for the benefits of individuals affiliated with postsecondary educational institutions that have a code of conduct forbidding sexual misconduct at such activities or events and that have established investigatory procedures for allegations that the code of conduct has been violated.

II. B - Cash receipts Impact

Cash receipts impact of the legislation on the responding agency with the cash receipts provisions identified by section number and when appropriate, the detail of the revenue sources. Description of the factual basis of the assumptions and the method by which the cash receipts impact is derived. Explanation of how workload assumptions translate into estimates. Distinguished between one time and ongoing functions.

No cash receipts impact.

II. C - Expenditures

Agency expenditures necessary to implement this legislation (or savings resulting from this legislation), with the provisions of the legislation that result in the expenditures (or savings) identified by section number. Description of the factual basis of the assumptions and the method by which the expenditure impact is derived. Explanation of how workload assumptions translate into cost estimates. Distinguished between one time and ongoing functions.

This bill would have the following expenditure impacts.

SECTION 3

Prior to an official offer of employment, this bill would require an applicant's relevant associations disclose any sexual misconduct committed by the applicant and request the association to provide information on the sexual misconduct. The bill would expand the scope of entities that hiring institutions need to interact with, beyond current and former employers, to require institutions to interact with associations and obtain and assess any information provided.

According to prior estimates gathered for fiscal notes on HB 2327 (2020), the cost of contracting out reference checks range from \$20 to \$86 per reference check, depending on the level of work required. Given that applicants may belong to several associations, it is assumed that \$45 per reference check would be needed to cover the additional costs.

It is assumed that faculty and exempt staff would be the primary group that belong to scholarly and professional associations. For this group, it is estimated there are approximately 4,485 new hires per year in the community and technical college system.

Average number of new hires per year – 4,485

Cost per reference check - \$45

4,485 new hires X \$45 = \$202,000 per year - FY24 ongoing

Part III: Expenditure Detail

III. A - Operating Budget Expenditures

Account	Account Title	Type	FY 2024	FY 2025	2023-25	2025-27	2027-29
001-1	General Fund	State	202,000	202,000	404,000	404,000	404,000
Total \$			202,000	202,000	404,000	404,000	404,000

III. B - Expenditures by Object Or Purpose

	FY 2024	FY 2025	2023-25	2025-27	2027-29
FTE Staff Years					
A-Salaries and Wages					
B-Employee Benefits					
C-Professional Service Contracts	202,000	202,000	404,000	404,000	404,000
E-Goods and Other Services					
G-Travel					
J-Capital Outlays					
M-Inter Agency/Fund Transfers					
N-Grants, Benefits & Client Services					
P-Debt Service					
S-Interagency Reimbursements					
T-Intra-Agency Reimbursements					
9-					
Total \$	202,000	202,000	404,000	404,000	404,000

III. C - Operating FTE Detail: *FTEs listed by classification and corresponding annual compensation. Totals agree with total FTEs in Part I and Part IIIA.*

NONE

III. D - Expenditures By Program (optional)

NONE

Part IV: Capital Budget Impact

IV. A - Capital Budget Expenditures

NONE

IV. B - Expenditures by Object Or Purpose

NONE

IV. C - Capital Budget Breakout

Acquisition and construction costs not reflected elsewhere on the fiscal note and description of potential financing methods.

NONE

IV. D - Capital FTE Detail: *FTEs listed by classification and corresponding annual compensation. Totals agree with total FTEs in Part IVB.*

NONE

Part V: New Rule Making Required

Provisions of the bill that require the agency to adopt new administrative rules or repeal/revise existing rules.