## **State Impact**

The cost of conducting market surveys of surrounding states can be handled within existing DHRM budgets. The impact of such surveys to be used in salary recommendations could increase the amount requested for salary adjustment.

However, funding for market comparability adjustments is not mandatory. Therefore, any fiscal impact would be dependent on legislative action.

## **Individual and Business Impact**

No fiscal impact with passage of this bill.

Office of the Legislative Fiscal Analyst