



**Fiscal Note**  
**H.B. 251 8th Sub. (Teal)**  
 2016 General Session  
 Post-employment Restrictions  
 Amendments  
 by Schultz, M. (Adams, J.)



**General, Education, and Uniform School Funds**

JR4-5-101

|                           | Ongoing | One-time | Total |
|---------------------------|---------|----------|-------|
| Net GF/EF/USF (rev.-exp.) | \$0     | \$0      | \$0   |

**State Government**

UCA 36-12-13(2)(b)

Enactment of this legislation likely will not materially impact state revenue.

| Revenues       | FY 2016 | FY 2017 | FY 2018 |
|----------------|---------|---------|---------|
| Total Revenues | \$0     | \$0     | \$0     |

Enactment of this legislation likely will not materially impact state expenditures.

| Expenditures       | FY 2016 | FY 2017 | FY 2018 |
|--------------------|---------|---------|---------|
| Total Expenditures | \$0     | \$0     | \$0     |

|                      |            |            |            |
|----------------------|------------|------------|------------|
| <b>Net All Funds</b> | <b>\$0</b> | <b>\$0</b> | <b>\$0</b> |
|----------------------|------------|------------|------------|

**Local Government**

UCA 36-12-13(2)(c)

Enactment of this legislation likely will not result in direct, measurable costs for local governments.

**Individuals & Businesses**

UCA 36-12-13(2)(d)

Employers and employees could incur court or arbitration costs to the extent that employers seek to enforce certain post-employment restrictive covenants; if a covenant is found to be unenforceable, the employer is liable for the employee's legal costs.

**Performance Note**

JR4-2-404

No performance note required for this bill

**Notes on Notes**

Fiscal notes estimate the direct costs or revenues of enacting a bill. The Legislature uses them to balance the budget. They do not measure a bill's benefits or non-fiscal impacts like opportunity costs, wait times, or inconvenience. A fiscal note is not an appropriation. The Legislature decides appropriations separately.