



Fiscal Note
H.B. 412 3rd Sub. (Cherry)
 2023 General Session
 State Employment Revisions
 by Christofferson, K. (Christofferson, Kay.)



General, Income Tax, and Uniform School Funds

JR4-4-101

| | Ongoing | One-time | Total |
|----------------------------|----------------|----------|----------------|
| Net GF/ITF/USF (rev.-exp.) | \$(17,565,400) | \$0 | \$(17,565,400) |

State Government

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

| Revenues | FY 2023 | FY 2024 | FY 2025 |
|----------------|---------|---------|---------|
| Total Revenues | \$0 | \$0 | \$0 |

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

| Expenditures | FY 2023 | FY 2024 | FY 2025 |
|-------------------------------|---------|--------------|--------------|
| General Fund | \$0 | \$16,710,300 | \$16,710,300 |
| Income Tax Fund | \$0 | \$855,100 | \$855,100 |
| Transportation Fund | \$0 | \$4,329,900 | \$4,329,900 |
| Federal Funds | \$0 | \$7,671,100 | \$7,671,100 |
| Dedicated Credits Revenue | \$0 | \$3,449,200 | \$3,443,200 |
| Other Financing Sources | \$0 | \$4,850,000 | \$4,850,000 |
| Restricted Accounts (FN Only) | \$0 | \$2,307,300 | \$2,307,300 |
| Total Expenditures | \$0 | \$40,172,900 | \$40,166,900 |

Enactment of this legislation could impact state expenditures dependent upon the amount of the pay incentive. If all career service positions eligible under this bill received a 5% pay incentive to move to Schedule AY at the average salary, after accounting for salary-driven benefits, enactment could cost \$40,166,900, of which \$16,710,300 would be from the General Fund and \$855,100 from the Income Tax Funds for increases. For a 1% increase, enactment could cost \$8,033,400 ongoing in FY 2024 from all sources, of which \$3,513,100 is from General/Income Tax Funds. Enactment could also cost the Department of Government Operations \$6,000 one-time for additional staff hours; the agency has indicated they can absorb these impacts.

| | FY 2023 | FY 2024 | FY 2025 |
|----------------------|------------|-----------------------|-----------------------|
| Net All Funds | <u>\$0</u> | <u>\$(40,172,900)</u> | <u>\$(40,166,900)</u> |

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)(c)

Enactment of this legislation likely will not result in direct expenditures from tax or fee changes for Utah residents and businesses.

Regulatory Impact

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

Enactment of this legislation likely will not change the regulatory burden for Utah residents or businesses.

Performance Evaluation

JR1-4-601

This bill does not create a new program or significantly expand an existing program.

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.