

JUDICIAL IMPACT FISCAL NOTE

Bill Number: 5130 SB	Title: Personnel Files and Discipline	Agency: 055 – Administrative Office of the Courts (AOC)
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Part I: Estimates

☐ **No Fiscal Impact**

Estimated Cash Receipts to:

	FY 2021	FY 2022	2021-23	2023-25	2025-27
Total:					

Estimated Expenditures from:

STATE	FY 2021	FY 2022	2021-23	2023-25	2025-27
FTE – Staff Years					
Account					
General Fund – State (001-1)					
State Subtotal					
COUNTY					
County FTE Staff Years					
Account					
Local - Counties					
Counties Subtotal					
CITY					
City FTE Staff Years					
Account					
Local – Cities					
Cities Subtotal					
Local Subtotal					
Total Estimated Expenditures:					

The revenue and expenditure estimates on this page represent the most likely fiscal impact. Responsibility for expenditures may be subject to the provisions of RCW 43.135.060.

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.

Legislative Contact:	Phone:	Date:
Agency Preparation: Pam Kelly	Phone: 360-705-5318	Date: 1/27/2021
Agency Approval: Ramsey Radwan	Phone: 360-357-2406	Date:
OFM Review:	Phone:	Date:

Part II: Narrative Explanation

This bill would allow employees and former employees to request an un-redacted copy of their complete personnel file from their employer. The employer must supply the record within fourteen calendar days of the request at no cost to the employee. This bill would allow for the employee to enforce their request through a private cause for action in Superior Court.

Part II.A – Brief Description of what the Measure does that has fiscal impact on the Courts

Section 1(1) – Would require an employer to provide a complete un-redacted copy of an employee's personnel record within fourteen days of the request at no charge to the employee.

Section 1(4) – Would require any employer provide a written signed statement to an employee within ten days from his or her request stating the reasons for and effective date of discharge.

Section 1(5) – Would allow for the employee to enforce this section through a private cause of action in Superior Court without exhausting any administrative remedies, entitling the employee to equitable relief, statutory damages of \$1,000 and reasonable attorney fees.

II.B - Cash Receipt Impact

None

II.C – Expenditures

Indeterminate, there is a likely increase in the number of case filings in Superior Court but there is no data to predict the potential increase in cases as a result of this bill.

There is potential for the creation of a new Employment Action case type. The Superior Court Master answer is unaffected unless there is a creation of a new Employment Action case type. These updates could be managed within existing resources.

Part III: Expenditure Detail

III.A – Expenditures by Object or Purpose

	FY 2021	FY 2022	2021-23	2023-25	2025-27
FTE – Staff Years					
A – Salaries & Wages					
B – Employee Benefits					
C – Prof. Service Contracts					
E – Goods and Services					
G – Travel					
J – Capital Outlays					
P – Debt Service					
Total:					

III.B – Detail:

Job Classification	Salary	FY 2021	FY 2022	2021-23	2023-25	2025-27
Total FTE's						

Part IV: Capital Budget Impact

None.

Part V: New Rule Making Required

None.