

FISCAL NOTE

April 29, 2024

Bill No:	HB 2105	Printer's No:	2820	Sponsor:	Scott
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COST / (SAVINGS)

Fund (s)	2023-24	2024-25
General Fund – Human Relations Commission	\$0	\$272,484

SUMMARY: This bill amends the Pennsylvania Human Relations Act (PHRA) further providing for definitions.

ANALYSIS: HB 2105 amends the definition of employer within the PHRA to expand coverage to any person employing two or more persons, adds individuals employed in agriculture or domestic service, and further defines statutory employment exceptions for those working on a casual basis for domestic service employers.

The act shall take effect in 60 days.

FISCAL IMPACT: The Pennsylvania Human Relations Commission (PHRC) would require three additional Human Relations Representatives to accommodate an expanded universe of coverage and potential increase in complaint investigations due to the addition of agricultural employees and domestic service definition changes within the PHRA.

Human Relations Representative 1				
Salary Amount	Benefit Amount	Cost Per Position	Number of Positions	Total
\$51,573	\$39,255	\$90,828	3	\$272,484