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# OHIO LEGISLATIVE SERVICE COMMISSION

Office of Research  
and Drafting

Legislative Budget  
Office

**H.B. 221**  
**133<sup>rd</sup> General Assembly**

## **Fiscal Note & Local Impact Statement**

[Click here for H.B. 221's Bill Analysis](#)

**Version:** As Introduced

**Primary Sponsors:** Reps. Boyd and Crawley

**Local Impact Statement Procedure Required:** No

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### **Highlights**

- It appears likely that the Ohio Civil Rights Commission will be able to absorb the one-time costs of establishing the required anonymous wage discrimination complaint system. Whether the Commission will have sufficient staff and resources to maintain the system will depend on the number of complaints reviewed and the complexity of any subsequent investigative work.
- The bill will have no direct fiscal effect on political subdivisions.

### **Detailed Analysis**

The bill requires the Ohio Civil Rights Commission: (1) to establish and maintain a reporting system that enables an individual to make an anonymous complaint of wage discrimination through a toll-free telephone number or the Commission's website, and (2) to review all such complaints in a timely manner.

It appears likely that the Commission will be able to absorb the one-time costs of establishing the required anonymous wage discrimination complaint system. It is less clear as to whether the Commission will have sufficient staff and resources to maintain the system. That will depend on the number of complaints reviewed and the complexity of any subsequent investigative work. It is possible that some of the complaints that might otherwise have been filed using existing methods will instead be reported anonymously.

The table below shows the total number of discrimination charges filed with the Commission from FY 2014-FY 2018 and the number of those charges that alleged a wage discrimination issue. Over that five-year period, the number of charges alleging wage discrimination averaged 35 annually, less than 1% of the total charges filed in any given year. The degree to which the bill will affect the Commission's existing workload relative to wage discrimination issues is not readily apparent.

Alleged Issues of Charges Filed, FY 2014-FY 2018		
Fiscal Year	Wage Issue	Total Charges Filed*
2018	52	5,309
2017	42	5,699
2016	26	4,527
2015	23	4,330
2014	32	4,864

\*Single charge may include multiple alleged issues.

For comparative purposes, LBO reviewed a similar initiative in Rhode Island aimed at addressing wage discrimination. In February 2015, a pay equity tip line was established by the Rhode Island Department of Labor and Training. According to the Department, one of 500 anonymous reports reported through the tip line in the first year resulted in a full investigation.<sup>1</sup> As of 2017, the Department has investigated very few complaints, which were initially anonymous but required additional information in order to be investigated as an official charge.

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<sup>1</sup> <https://www.wpri.com/news/ri-tip-line-triggers-1-pay-equity-case-in-first-year/1044337203>.