

Fiscal Note

State of Alaska
2025 Legislative Session

Bill Version:	CSHB 23(L&C)
Fiscal Note Number:	2
(H) Publish Date:	4/25/2025

Identifier: HB023CS(L&C)-OOG-HRC-4-18-25
 Title: APPLICABILITY OF HUMAN RIGHTS
 COMMISSION
 Sponsor: JOSEPHSON
 Requester: (H)L&C

Department: Office of the Governor
 Appropriation: Commissions/Special Offices
 Allocation: Human Rights Commission
 OMB Component Number: 1

Expenditures/Revenues

Note: Amounts do not include inflation unless otherwise noted below. (Thousands of Dollars)

	FY2026 Appropriation Requested	Included in Governor's FY2026 Request	Out-Year Cost Estimates				
			FY 2027	FY 2028	FY 2029	FY 2030	FY 2031
OPERATING EXPENDITURES	FY 2026	FY 2026	FY 2027	FY 2028	FY 2029	FY 2030	FY 2031
Personal Services	32.0		32.0	32.0	32.0	32.0	32.0
Travel							
Services							
Commodities							
Capital Outlay							
Grants & Benefits							
Miscellaneous							
Total Operating	32.0	0.0	32.0	32.0	32.0	32.0	32.0

Fund Source (Operating Only)

1002 Fed Rcpts (Fed)	32.0		32.0	32.0	32.0	32.0	32.0
Total	32.0	0.0	32.0	32.0	32.0	32.0	32.0

Positions

Full-time							
Part-time							
Temporary							

Change in Revenues

None							
Total	0.0	0.0	0.0	0.0	0.0	0.0	0.0

Estimated SUPPLEMENTAL (FY2025) cost: 0.0 *(separate supplemental appropriation required)*

Estimated CAPITAL (FY2026) cost: 0.0 *(separate capital appropriation required)*

Does the bill create or modify a new fund or account? No
(Supplemental/Capital/New Fund - discuss reasons and fund source(s) in analysis section)

ASSOCIATED REGULATIONS

Does the bill direct, or will the bill result in, regulation changes adopted by your agency? No
 If yes, by what date are the regulations to be adopted, amended or repealed? N/A

Why this fiscal note differs from previous version/comments:

Committee substitute. This version changes the name of the Alaska State Commission for Human Rights to the Alaska State Commission for Civil Rights. This version adds a "for cause" removal provision for commissioners as is consistent with their quasi-judicial role. This version also changes the definition of "employer" in AS 18.80, but it maintains non-profit fraternal and charitable organizations in the exemption and maintains First Amendment protections for religious entities by creating an affirmative defense for those institutions. This version changes the date for the annual report to November 15 and eliminates the printing requirement currently in statute.

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Division: Alaska State Commission for Human Rights	Date: 04/18/2025 01:00 PM
Approved By: Cheri Lowenstein, Administrative Director	Date: 04/18/25
Agency: Office of the Governor	

REPORTED OUT OF
HFC 04/24/2025
Control Code: rvmOA

FISCAL NOTE ANALYSIS

STATE OF ALASKA
2025 LEGISLATIVE SESSION**Analysis**

The bill changes the name of the Alaska State Commission for Human Rights ("ASCHR" or the "Commission") to the "Alaska State Commission for Civil Rights."

The bill creates a "for cause" removal provision which articulates a formal tool for removing a commissioner while simultaneously granting the commissioner a public due process right to challenge the commissioner's removal. The bill changes the annual report deadline to November 15, thereby allowing the Commission to produce the report based upon the fiscal year, and makes the annual report an online publication with notification to the governor and legislature.

The bill amends the definition of "employer" to exclude only social and fraternal nonprofits and creates an affirmative defense for religious organizations hiring people of a particular religion to engage in furthering the study or advancement of religion thereby maintaining First Amendment protections for exclusively religious institutions. The bill fills a jurisdictional gap where non-profit employers with less than 15 employees outside of Anchorage can effectively discriminate against employees with impunity. The bill will allow ASCHR to accept claims filed by harmed employees against non-profit corporations, who may be required to make the complainant financially "whole" through an award of back-pay, adopt a non-discrimination policy, and conduct workplace non-discrimination training such as sexual harassment training, disability accommodation training, racial discrimination training, etc.

Changing the name is not anticipated to cost anything aside from de minimis paper signage. The agency has a few printed materials that it uses for outreach events which can still be used while it educates the public about the name change. There will be de minimis cost to change the website and digital stationery, digital document templates, etc., that can be absorbed within the existing budget.

Creating a "for cause" removal provision is not anticipated to cost the agency any additional funding.

Changing the annual report date is not anticipated to cost the agency any additional funding since the report(s) will still need to be produced. Removing the printing requirement may reduce costs by few hundred dollars annually, although the agency may still print minimal copies to meet outreach demand.

The bill does not change any current program at ASCHR but will increase the work related to the federal workshare agreement with the U.S Equal Employment Opportunity Commission. The agreement currently provides \$800 for each case that is co-jurisdictional and is closed by ASCHR. The Commission estimates that ASCHR could see around 40 additional cases per year that would bring in federal funding, but this is subject to change from year to year. ASCHR currently has the capacity to investigate these cases due to efficiencies implemented over the last three years, but anticipates the need for additional federal receipt authority.