

H.R. 6419, Fair Chance Improvement Act

As ordered reported by the House Committee on Oversight and Reform on February 2, 2022

By Fiscal Year, Millions of Dollars	2022	2022-2026	2022-2031
Direct Spending (Outlays)	0	0	0
Revenues	0	0	0
Increase or Decrease (-) in the Deficit	0	0	0
Spending Subject to Appropriation (Outlays)	*	*	not estimated
Statutory pay-as-you-go procedures apply?	No	Mandate Effects	
Increases on-budget deficits in any of the four consecutive 10-year periods beginning in 2032?	No	Contains intergovernmental mandate?	No
		Contains private-sector mandate?	No
* = between zero and \$500,000.			

Current law prohibits federal agencies and contractors from inquiring about a job applicant’s criminal history until after the applicant has received a conditional job offer. H.R. 6419 would transfer the authority to enforce compliance with that law from the General Services Administration (GSA) and Department of Defense (DoD) to the Department of Labor (DOL).

Using information from DOL, CBO estimates that enforcing compliance with that law would increase the department’s costs by less than \$500,000 annually. The bill also would reduce the annual costs incurred by GSA and DoD because they would no longer have that responsibility. As a result, CBO estimates that the net cost to the federal government would be insignificant; any spending would be subject to the availability of appropriated funds.

The CBO staff contact for this estimate is Meredith Decker. The estimate was reviewed by H. Samuel Papenfuss, Deputy Director of Budget Analysis.