

TENNESSEE GENERAL ASSEMBLY  
FISCAL REVIEW COMMITTEE



**FISCAL NOTE**

**SB 2205 - HB 2369**

February 14, 2024

**SUMMARY OF BILL:** Prohibits all local governments in this state from discriminating against an employee based on residence. Removes jurisdictional exceptions to prohibition on discrimination against first responders based upon residency with respect to employment.

**FISCAL IMPACT:**

**NOT SIGNIFICANT**

Assumptions:

- Pursuant to Tenn. Code Ann. § 8-50-107:
  - Local governments are prohibited from dismissing or penalizing an employee solely on the basis of non-residence in the local government. The following counties are exempt from this prohibition: Davidson, Hamilton, Knox, Moore, Rutherford, and Trousdale; and
  - Local governments may not dismiss, discipline, fine, or penalize a first responder, or deny employment to an applicant, based on where the person resides, excluding the chief or head of the department. Hamilton County is exempt from this provision.
- The proposed legislation eliminates exceptions to the provisions of Tenn. Code Ann. § 8-50-107.
- Current state minimum requirements for law enforcement officers and firefighters or rules established for emergency medical services licensure do not include a local residency provision; however, some local governments have established employment requirements in addition to the state minimum.
- Prohibiting local governments from discriminating against employees based on residence or from establishing residency requirements for certain first responders as a condition of employment is not expected to have any significant impact on the total number of employees within a local government.
- Any fiscal impact to state or local government is estimated to be not significant.

**CERTIFICATION:**

The information contained herein is true and correct to the best of my knowledge.

A handwritten signature in black ink that reads "Krista Lee Carsner". The signature is written in a cursive, flowing style.

Krista Lee Carsner, Executive Director

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