

PREPARED BY: Nikki Swope
 DATE PREPARED: January 17, 2024
 PHONE: 402-471-0042

LB 977

Revision: 00

FISCAL NOTE
 LEGISLATIVE FISCAL ANALYST ESTIMATE

ESTIMATE OF FISCAL IMPACT – STATE AGENCIES (See narrative for political subdivision estimates)				
	FY 2024-25		FY 2025-26	
	EXPENDITURES	REVENUE	EXPENDITURES	REVENUE
GENERAL FUNDS				
CASH FUNDS				
FEDERAL FUNDS				
OTHER FUNDS				
TOTAL FUNDS				

Any Fiscal Notes received from state agencies and political subdivisions are attached following the Legislative Fiscal Analyst Estimate.

LB 77 would prohibit discrimination based upon military or veteran status as prescribed.

The Equal Opportunity Commission cannot determine the fiscal impact as it is difficult to determine the number of complaints of discrimination based on military or veteran status that the Commission may need to monitor and/or investigate. There is not a similar federal law under the prevue of the Commission that are reimbursable for such investigations. Additional complaints may necessitate a need for additional staff; however, the cost is indeterminable but likely to be nominal.

ADMINISTRATIVE SERVICES STATE BUDGET DIVISION: REVIEW OF AGENCY & POLT. SUB. RESPONSE		
LB: 977	AM:	AGENCY/POLT. SUB: Nebraska Equal Opportunity Commission (067)
REVIEWED BY: Joe Wilcox	DATE: 01/16/2024	PHONE: (402) 471-4178
COMMENTS: Do not disagree with the Nebraska Equal Opportunity Commission (NEOC) estimate of potential, but Indeterminate Fiscal Impact to the Agency from LB 977.		

Please complete ALL (5) blanks in the first three lines.

2024

LB⁽¹⁾ 977

FISCAL NOTE

State Agency OR Political Subdivision Name: ⁽²⁾ NE Equal Opportunity Commission

Prepared by: ⁽³⁾ Paula Gardner, Ex. Director Date Prepared: ⁽⁴⁾ 1/16/2024 Phone: ⁽⁵⁾ 402-471-4055

ESTIMATE PROVIDED BY STATE AGENCY OR POLITICAL SUBDIVISION

	<u>FY 2024-25</u>		<u>FY 2025-26</u>	
	<u>EXPENDITURES</u>	<u>REVENUE</u>	<u>EXPENDITURES</u>	<u>REVENUE</u>
GENERAL FUNDS	_____	_____	_____	_____
CASH FUNDS	_____	_____	_____	_____
FEDERAL FUNDS	_____	_____	_____	_____
OTHER FUNDS	_____	_____	_____	_____
TOTAL FUNDS	=====	=====	=====	=====

Explanation of Estimate:

The agency has received inquiries based on Veteran's status; however, it is difficult to estimate the number of complaints these statutory changes may generate and the amount of work required.

Because this basis is not covered in Federal employment or housing laws, there would be no opportunity of generating any revenue for complaints relative to this law pursuant to our work-sharing agreements with the EEOC and HUD (there is no work-sharing agreement under the Public Accommodations law). While it is clear the agency is capable of conducting the type of investigations the bill may generate, it is impossible to estimate the volume of complaints filed and their fiscal impact. The time spent to investigate, review compliance and produce reports will reduce our revenue since these investigations will take time away from charges that are dual-filed with EEOC or HUD and for which we are paid federal funds.

At this time, we do not anticipate a fiscal impact, though moving forward there could be a need for additional state funding if there are a significant number of individuals filing on the basis of Veteran's status and no other basis (e.g. disability, sex, etc.) under the employment or housing statutes.

BREAKDOWN BY MAJOR OBJECTS OF EXPENDITURE

Personal Services:

<u>POSITION TITLE</u>	<u>NUMBER OF POSITIONS</u>		<u>2024-25</u>	<u>2025-26</u>
	<u>24-25</u>	<u>25-26</u>	<u>EXPENDITURES</u>	<u>EXPENDITURES</u>
Benefits.....	_____	_____	_____	_____
Operating.....	_____	_____	_____	_____
Travel.....	_____	_____	_____	_____
Capital outlay.....	_____	_____	_____	_____
Aid.....	_____	_____	_____	_____
Capital improvements.....	_____	_____	_____	_____
TOTAL.....	_____	_____	_____	_____