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PREPARED BY: Liz Hruska
DATE PREPARED: January 28, 2011
PHONE: 471-0053

LB 113

Revision: 00

FISCAL NOTE

LEGISLATIVE FISCAL ANALYST ESTIMATE

ESTIMATE OF FISCAL IMPACT -- STATE AGENCIES *				
	FY 2011-12		FY 2012-13	
	EXPENDITURES	REVENUE	EXPENDITURES	REVENUE
GENERAL FUNDS	58,000		58,000	
CASH FUNDS				
FEDERAL FUNDS				
OTHER FUNDS				
TOTAL FUNDS	58,000		58,000	

*Does not include any impact on political subdivisions. See narrative for political subdivision estimates.

This bill would prohibit discrimination in employment based on the individual's credit history or credit report unless the information directly relates to a bona fide occupational qualification for employment.

Adding credit history as a basis for filing a discrimination claim with the Equal Opportunity Commission will add an estimated 60 to 100 cases a year to the agency's caseload which equates to the workload of one investigator. The personnel and operating costs for an investigator is \$58,000 annually. Additional costs could be incurred for public hearing costs but have not been estimated in this fiscal note as it would be hard to estimate the number that may be forwarded to a public hearing.

DEPARTMENT OF ADMINISTRATIVE SERVICES

REVIEWED BY	Gary Bush	DATE	1/14/11	PHONE	471-2526
COMMENTS					
NEBRASKA EQUAL OPPORTUNITY COMMISSION: Based upon the FY 2011 budget and agency's statement, the agency could absorb the additional duties without an increase in appropriation.					
No basis to disagree with agency's cost estimate.					

FISCAL NOTE **LEGISLATIVE** LB113

Nebr. Equal Opportunity Commission

Prepared By	Bogenreif, Kathleen
Date Prepared	1/13/2011
Prepared Phone	402-471-4061

Estimate Provided By State Agency or Political Subdivision

	FY 2011-2012		FY 2012-2013	
	Expenditures	Revenue	Expenditures	Revenue
General Funds	58,010	0	58,010	0
Cash Funds				
Federal Funds				
Other Funds				
Total Funds	58,010	0	58,010	0

Explanation of Estimate:

With the addition of credit report/credit history as a protected basis under FEPA, the agency conservatively estimates an increase of 60 to 100 cases will be filed per year under this new basis. The agency would need to add an Investigator to our staff to handle this increase in cases, if our budget appropriation is reduced by 10% as recommended in the Governor's budget recommendation. The proposed 10% reduction would force the agency to eliminate two investigators from our staff making it impossible to investigate the additional cases filed under this new basis. If the agency continuation budget is not reduced by 10% as per the Governor's recommendations, the additional cases could be absorbed by our current investigative staff. The drawback would be that adding these cases to our investigative workload would result in a longer time frame from filing to case completion.

Since this is not currently a covered basis under the federal statutes, the agency would not be eligible to receive additional federal funds for these cases. There is a possibility that this change could result in additional cases going forward to public hearing which costs the agency currently pays. At this time these costs would be hard to estimate so no estimated expenses were added for this purpose.

The cost estimate includes the salary of one investigator, benefits (based on 2 party health coverage) and \$500 to reprint the brochures we make available for distribution to the public.

Major Objects of Expenditure

Position Title	Number of Positions		FY 2011-2012	FY 2012-2013
	FY 2011-2012	FY 2012-2013	Expenditures	Expenditures
EOC Investigator II	1.0	1.0	35,803	35,803
		Benefits	21,107	21,107
		Operating	1,100	1,100
		Travel		
		Capital outlay		
		Aid		
		Capital improvements		
		Total	58,010	58,010