

PREPARED BY: Liz Hruska
 DATE PREPARED: February 02, 2017
 PHONE: 402-471-0053

LB 372

Revision: 00

FISCAL NOTE
LEGISLATIVE FISCAL ANALYST ESTIMATE

ESTIMATE OF FISCAL IMPACT – STATE AGENCIES (See narrative for political subdivision estimates)				
	FY 2017-18		FY 2018-19	
	EXPENDITURES	REVENUE	EXPENDITURES	REVENUE
GENERAL FUNDS	66,188		66,188	
CASH FUNDS				
FEDERAL FUNDS				
OTHER FUNDS				
TOTAL FUNDS	66,188		66,188	

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

This bill prohibits discrimination against family care givers under the Fair Employment Practice Act.

The number of new case filings is unknown, but the Equal Opportunity Commission estimates there could be between 50 to 100 additional cases per year. An additional investigator would be needed. The cost would be \$66,188 General Funds per year.

ADMINISTRATIVE SERVICES STATE BUDGET DIVISION: REVIEW OF AGENCY & POLT. SUB. RESPONSES			
LB: 372	AM:	AGENCY/POLT. SUB: NEOC	
REVIEWED BY: Elton Larson	DATE: 1/26/2017	PHONE: (402) 471-4173	
COMMENTS: NEOC estimate of fiscal impact appears reasonable.			

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

2017

LB⁽¹⁾ 372

FISCAL NOTE

State Agency OR Political Subdivision Name: ⁽²⁾ Nebr Equal Opportunity Comm

Prepared by: ⁽³⁾ Kathleen Bogenreif Date Prepared: ⁽⁴⁾ 1-24-17 Phone: ⁽⁵⁾ 402-471-4061

ESTIMATE PROVIDED BY STATE AGENCY OR POLITICAL SUBDIVISION

	<u>FY 2017-18</u>		<u>FY 2018-19</u>	
	<u>EXPENDITURES</u>	<u>REVENUE</u>	<u>EXPENDITURES</u>	<u>REVENUE</u>
GENERAL FUNDS	<u>66,188</u>	<u> </u>	<u>66,188</u>	<u> </u>
CASH FUNDS	<u> </u>	<u> </u>	<u> </u>	<u> </u>
FEDERAL FUNDS	<u> </u>	<u> </u>	<u> </u>	<u> </u>
OTHER FUNDS	<u> </u>	<u> </u>	<u> </u>	<u> </u>
TOTAL FUNDS	<u>66,168</u>	<u> </u>	<u>66,168</u>	<u> </u>

Explanation of Estimate:

The addition of language adding "family care responsibilities" to the Fair Employment Practice Act will create a financial impact on the NEOC. We estimate a possible 50 to 100 additional charges may be filed on this basis which would necessitate the addition of an Investigator II to handle the increase in intake.

Because we have the space available to house this position, no expenditure would be needed to provide an office or equipment for this position. The operating costs include the cost to print the revised law booklet and the revised rules and regulations (\$500 each yr.) and the monthly cost for telephone/email services and a minor increase for postage. The benefit costs include the cost for family health insurance, basic life, EAP, FICA and retirement. The salary and health insurance reflect the current FY 16-17 cost of an Investigator II.

No additional federal funds would be available with this change since this protected status is not part of the federal laws enforced by the EEOC. Without an increase in staff, these additional changes could cause a decrease in the amount of federal funds received since more of the investigator's time would be spent investigating cases which we do not get credit for through our EEOC contract.

BREAKDOWN BY MAJOR OBJECTS OF EXPENDITURE

Personal Services:

<u>POSITION TITLE</u>	<u>NUMBER OF POSITIONS</u>		<u>2017-18</u>	<u>2018-19</u>
	<u>17-18</u>	<u>18-19</u>	<u>EXPENDITURES</u>	<u>EXPENDITURES</u>
EOC Investigator II	<u>1.0</u>	<u>1.0</u>	<u>39,976</u>	<u>39,976</u>
Benefits.....			<u>24,677</u>	<u>24,677</u>
Operating.....			<u>1,535</u>	<u>1,535</u>
Travel.....			<u> </u>	<u> </u>
Capital outlay.....			<u> </u>	<u> </u>
Aid.....			<u> </u>	<u> </u>
Capital improvements.....			<u> </u>	<u> </u>
TOTAL.....			<u>66,188</u>	<u>66,188</u>