

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 | \$83,958 | | \$81,668 | |
| CASH FUNDS | | | | |
| FEDERAL FUNDS | | | | |
| OTHER FUNDS | | | | |
| TOTAL FUNDS | \$83,958 | | \$81,668 | |

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

LB 354 creates the Wage Disclosure Act.

The bill would make it unlawful for an employer, as defined in the bill, to screen job applicants based on current or prior wages, to request or require wage information as a condition of being interviewed for employment, or to seek wage information from a current or former employer unless given permission by the job applicant after being offered employment.

The Commissioner of Labor is given the authority to investigate and enforce the Act and is given rule and regulation authority.

The bill requires the county attorney of the county in which any violations of the Act occurs to prosecute those violations in district court.

An employer violating the Act shall be guilty of a Class IV misdemeanor.

The Department of Labor indicates a cost of \$83,958 to administer and enforce the Act. This will require a 1.0 FTE Labor Law Specialist. PSL for FY2017-18 is \$41,810 and \$42,228 for FY2018-19.

We have no basis to disagree with the Department of Labor's estimate of cost.

| | | | |
|---|---------------|--|--|
| ADMINSTRATAIVE SERVICE STATE BUDGET DIVISION: REVIEW OF AGENCY & POLT. SUB. RESPONSE | | | |
| LB: 354 | AM: | AGENCY/POLT. SUB: Dept of Labor | |
| REVIEWED BY: Gary Bush | DATE: 1/24/17 | PHONE: (402) 471-4161 | |
| COMMENTS: Agree on fiscal impact provided by the agency. | | | |

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

2017

LB⁽¹⁾ 354

FISCAL NOTE

State Agency OR Political Subdivision Name: ⁽²⁾ Nebraska Department of Labor

Prepared by: ⁽³⁾ Kim Schreiner Date Prepared: ⁽⁴⁾ 01-19-2017 Phone: ⁽⁵⁾ 402-471-2492

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>\$83,958</u> | <u> </u> | <u>\$81,668</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>\$83,958</u> | <u> </u> | <u>\$81,668</u> | <u> </u> |

Explanation of Estimate: This would be a new program within the Nebraska Department of Labor. It would mostly closely fit in our Labor Standards Division. The program would require one labor law investigator to carry out the program. All staff and costs associated with this program will be charged to the general fund. It is estimated that we would receive approximately 50 complaints per year on this matter. While our labor standards division does currently investigate violations of several labor laws, they do not handle areas of employment discrimination or wage discrimination. To add this program will require staff training. Typically issues aimed towards addressing discrimination and pay equality are enforced by the Nebraska Equal Opportunity Commission (NEOC).

First year expenses include salary and benefits for one Labor Law Specialist totaling \$55,969 and Indirect Overhead expenses of \$14,989. Expenses also include \$3,000 for computer equipment and \$10,000 each year for Travel. All other increases in year two are related to annual salary increase.

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> |
| Labor Law Specialist | <u>1.0</u> | <u>1.0</u> | <u>\$41,810</u> | <u>\$42,228</u> |
| Total Salaries | <u>1.0</u> | <u>1.0</u> | <u>\$41,810</u> | <u>\$42,228</u> |
| Benefits..... | | | <u>\$14,159</u> | <u>\$14,302</u> |
| Operating..... | | | <u>\$14,989</u> | <u>\$15,138</u> |
| Travel..... | | | <u>\$10,000</u> | <u>\$10,000</u> |
| Capital outlay..... | | | <u>\$3,000</u> | |
| Aid..... | | | | |
| Capital improvements..... | | | | |
| TOTAL..... | | | <u>\$83,958</u> | <u>\$81,668</u> |