

PREPARED BY: Nikki Swope
 DATE PREPARED: January 27, 2025
 PHONE: 402-471-0042

LB 694

Revision: 00

FISCAL NOTE
 LEGISLATIVE FISCAL ANALYST ESTIMATE

ESTIMATE OF FISCAL IMPACT – STATE AGENCIES (See narrative for political subdivision estimates)				
	FY 2025-26		FY 2026-27	
	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 223 would prohibit discrimination based upon military or veteran status as prescribed.

The Nebraska Equal Opportunity Commission may receive a greater number of charges filed with the Commission as a result of the bill. As military or veteran status is not a federally covered protection, the Commission would not be able to receive federal reimbursement pursuant to the work-sharing agreement.

The cost to investigate these potential state-only complaints is approximately \$4000 per complaint. Additionally, if these state-only complaints are not able to be federally reimbursed due to the lack of corresponding federal law protections, this would result on the NEOC being unable to be reimbursed \$830 from EEOC or \$3200 from HUD pursuant to the work-sharing requirements.

However; the Commission does not anticipate a significant fiscal impact unless there is a substantial number of individuals filing solely on the basis of military or veteran status. If this would occur, the Commission may require additional resources.

No fiscal impact.

ADMINISTRATIVE SERVICES STATE BUDGET DIVISION: REVIEW OF AGENCY & POLT. SUB. RESPONSE				
LB: 694	AM:	AGENCY/POLT. SUB: Nebraska Equal Opportunity Commission		
REVIEWED BY: Gary Bush	DATE: 01/27/2025	PHONE: (402) 471-4161		
COMMENTS: Agree with the agency estimate that any fiscal impact would not be known at this time. Any cost of the investigations required would need to be paid by General Funds as it could not be paid from cash or federal sources.				

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

2025

LB⁽¹⁾ 694

FISCAL NOTE

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

Prepared by: ⁽³⁾ Paula Gardner, Ex. Director Date Prepared: ⁽⁴⁾ 1/27/2025 Phone: ⁽⁵⁾ 402-471-4055

ESTIMATE PROVIDED BY STATE AGENCY OR POLITICAL SUBDIVISION

	<u>FY 2025-26</u>		<u>FY 2026-27</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 language in this bill will expand the number of individuals authorized to file a charge with the NEOC under the employment, housing and public accommodations laws. Because this basis is not covered under Federal employment or housing laws, there would be no opportunity of generating any revenue for complaints relative to these laws pursuant to our work-sharing agreement with EEOC or 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 cost to investigate these potential state-only complaints is approximately \$4000 per complaint. Additionally, if these complaints are not able to be dual-filed with EEOC or HUD (as a result of not having a corresponding federal law under which to file) that will result in the NEOC being unable to be reimbursed \$830.00 from EEOC or \$3200.00 from HUD pursuant to our work-sharing agreements.

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 solely filing on the basis of military or veteran status under the employment or housing statutes.

BREAKDOWN BY MAJOR OBJECTS OF EXPENDITURE

Personal Services:

<u>POSITION TITLE</u>	<u>NUMBER OF POSITIONS</u>		<u>2025-26</u>	<u>2026-27</u>
	<u>25-26</u>	<u>26-27</u>	<u>EXPENDITURES</u>	<u>EXPENDITURES</u>
Benefits.....	_____	_____	_____	_____
Operating.....	_____	_____	_____	_____
Travel.....	_____	_____	_____	_____
Capital outlay.....	_____	_____	_____	_____
Aid.....	_____	_____	_____	_____
Capital improvements.....	_____	_____	_____	_____
TOTAL.....	_____	_____	_____	_____