

FISCAL NOTE

LEGISLATIVE FISCAL ANALYST ESTIMATE

Revised per AM 2420, AM 2761, AM 2786, AM 2863, and AM 2864

ESTIMATE OF FISCAL IMPACT – STATE AGENCIES (See narrative for political subdivision estimates)					
EXPENDITURES	GENERAL	CASH	FEDERAL	REVOLVING	TOTAL
FY2025-2026	0	0	0	0	0
FY2026-2027	0	0	0	0	0
FY2027-2028	0	613,015	0	0	613,015
FY2028-2029	0	613,015	0	0	613,015
REVENUE	GENERAL	CASH	FEDERAL	REVOLVING	TOTAL
FY2025-2026	0	0	0	0	0
FY2026-2027	0	0	0	0	0
FY2027-2028	0	805,335	0	0	805,335
FY2028-2029	0	805,335	0	0	805,335

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

The original **LB 921** would create the Nebraska Worker Adjustment and Retraining Notification Act (WARN), amending Neb. Rev. Stat. Sec. 48-2209. The WARN Act would provide that a business with 25 or more employees must notify the Nebraska Department of Labor (NDOL) when the business shuts down or lays off 25 or more employees for a period exceeding six (6) months. In addition, interpreters and referral agents are required to be provided to non-English speaking employees. Initial amendments changed the sixty-day notifications to ninety-day notifications, added to the number of formats and locations for posting notifications, and increased the range of employees for whom interpreters would be provided.

AM 2420 replaces the bill and incorporates **LB 921** as amended, **LB 308** as amended, **LB 544** as amended, and **LB 1170** as amended.

LB 308 creates the Health Care Staffing Agency Registration Act, which would require all health care staffing agencies to register annually with the NDOL when operating in the state of Nebraska. As amended, this act requires staffing agencies to register annually, remit an annual fee, and maintain extensive documentation for the people they hire (training, licenses, credentials, etc.). It also requires NDOL to develop a database that would be accessible by the public that includes basic information on each staffing agency.

LB 544 requires that individuals who are receiving unemployment benefits to respond to job offers and to show up to job interviews. As amended, it requires that job seekers respond to job offers within one week to avoid losing one week of unemployment benefits (pending verification of the employer's claim). Clarification about how job interviews and offers may be communicated are now found in Neb. Rev. Statute 48-628.

LB 1170 expands the definition of what is an illness or injury under the In the Line of Duty Compensation Act. The presumption of the causes could be overcome by evidence showing it was not related to work or other risk factors or the exposure was not a substantial factor in the death, **LB 1170** also moves Line of Duty claims from the State Tort Claims Act to the State Miscellaneous Claims Act to allow the State Claims Board and Risk Manager to more effectively handle Line of Duty claims. If a claim is denied, claimants will now appeal to the Risk Manager instead of the district court of Lancaster County. As amended, the bill provides that a county, once it clears the threshold amount for a single correctional institution incident, may file annually to recoup their prosecutorial costs. Claims are also not required to be aggregated.

AM 2761 changes the effective date for the sections covering **LB 308** to July 1, 2027, and identifies that the Contractor and Professional Employer Organization Cash fund shall be used to pay costs related to implementation of the Health Care Staffing Registration Act. The implementation delay allows NDOL time to create the required database and processes.

The provisions of **LB 544**, as amended into **LB 921**, have no fiscal impact.

The provisions of **LB 1170**, as amended into **LB 921**, have potential but indeterminate fiscal impact to the Department of Corrections; no impact to the Department of Administrative Services; and a positive fiscal impact for counties.

The fiscal impact to the NDOL is driven primarily by the provisions of **LB 308**, which are itemized in its response. These provisions are operative July 1, 2027. We estimate NDOL has sufficient cash fund appropriation for the expenses in FY2026-27 related to IT costs. Additional Cash Fund spending is estimated to be \$613,015 per year in FY2027-28 and FY2028-29. NDOL estimates that 536 employers currently doing business in Nebraska will pay registration fees of \$1,500 per year for a total \$804,000 in revenue.

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

2026

LB⁽¹⁾ 921 AM2761 AM2786 AM2863 AM2864

FISCAL NOTE

State Agency OR Political Subdivision
Name: ⁽²⁾

Nebraska Department of Correctional Services

Prepared by: ⁽³⁾ Lisa Stanton

Date Prepared: 03/25/2026
⁽⁴⁾

Phone: ⁽⁵⁾ (402)479-5702

ESTIMATE PROVIDED BY STATE AGENCY OR POLITICAL SUBDIVISION

	<u>FY 2026-27</u>		<u>FY 2027-28</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:

LB921 as amended by AM2761 AM2786 AM2863 and AM2864 provides for multiple claims from counties for a single correctional institution incident if the initial claim exceeds the threshold amount. The bill could increase the number of claims and costs associated with those claims that the Department of Correctional Services would be responsible for. The specific amount of impact is indeterminable.

BREAKDOWN BY MAJOR OBJECTS OF EXPENDITURE

Personal Services:

<u>POSITION TITLE</u>	<u>NUMBER OF POSITIONS</u>		<u>2026-27 EXPENDITURES</u>	<u>2027-28 EXPENDITURES</u>
	<u>26-27</u>	<u>27-28</u>		
Benefits.....	_____	_____	_____	_____
... Operating.....	_____	_____	_____	_____
.... Travel.....	_____	_____	_____	_____
. Capital outlay.....	_____	_____	_____	_____
Aid.....	_____	_____	_____	_____
. Capital	_____	_____	_____	_____

improvements.....
TOTAL.....

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

2026

LB⁽¹⁾ 921 AM 2761 AM 2786 AM 2863 AM 2864

FISCAL NOTE

State Agency OR Political Subdivision Name: ⁽²⁾ Department of Administrative Services (DAS)– Risk Management

Prepared by: ⁽³⁾ Sarah Skinner Date Prepared: ⁽⁴⁾ 3/24/26 Phone: ⁽⁵⁾ 402-419-4229

ESTIMATE PROVIDED BY STATE AGENCY OR POLITICAL SUBDIVISION

	<u>FY 2026-27</u>		<u>FY 2027-28</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:

LB 921 as amended by AM 2864, would amend claims for a correctional institution incident to permit filing more than one claim annually upon meeting the statutory threshold or when prosecution is resolved.

The bill would also amend the Line of Duty Compensation Act to identify specific illness or injury presumptions that resulted in a public safety officer’s death for purposes of determining compensation under the Act. Line of Duty claims would be under the State Miscellaneous Claims Act.

There is no fiscal impact to DAS.

BREAKDOWN BY MAJOR OBJECTS OF EXPENDITURE

Personal Services:

<u>POSITION TITLE</u>	<u>NUMBER OF POSITIONS</u>		<u>2026-27</u>	<u>2027-28</u>
	<u>26-27</u>	<u>27-28</u>	<u>EXPENDITURES</u>	<u>EXPENDITURES</u>
Benefits.....	_____	_____	_____	_____
Operating.....	_____	_____	_____	_____
Travel.....	_____	_____	_____	_____
Capital outlay.....	_____	_____	_____	_____
Aid.....	_____	_____	_____	_____
Capital improvements.....	_____	_____	_____	_____
TOTAL.....	_____	_____	_____	_____

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

2026

LB⁽¹⁾ 921 AM2761, AM2786, AM2863, AM2864

FISCAL NOTE

State Agency OR Political Subdivision
Name: ⁽²⁾

Nebraska Department of Labor

Prepared by: Rea Easton
⁽³⁾

Date Prepared: 3/25/2026
⁽⁴⁾

Phone: 402-416-6809
⁽⁵⁾

ESTIMATE PROVIDED BY STATE AGENCY OR POLITICAL SUBDIVISION

	<u>FY 2026-27</u>		<u>FY 2027-28</u>	
	<u>EXPENDITURES</u>	<u>REVENUE</u>	<u>EXPENDITURES</u>	<u>REVENUE</u>
GENERAL FUNDS				
CASH FUNDS	<u>471,644</u>		<u>613,015</u>	<u>805,335</u>
FEDERAL FUNDS				
OTHER FUNDS				
TOTAL FUNDS	<u>471,644</u>		<u>613,015</u>	<u>805,335</u>

Explanation of Estimate:

The Nebraska Department of Labor (NDOL) is responsible for the administration of the Health Care Staffing Agency Registration Act, which requires NDOL to create and maintain a registration for all health care staffing agencies doing business in Nebraska. Health care staffing agencies are required to register with NDOL on an annual basis. Further, it requires health care staffing agencies to report additional information on a quarterly basis to NDOL. NDOL will also need to establish a system to receive complaints. The Commissioner of Labor will have the authority to investigate alleged violations of the Act, issue citations, and revoke registrations. The Commissioner of Labor may designate an attorney to represent him or her in civil actions to enforce the Act.

NDOL estimates 536 employers currently doing business in Nebraska will be required to register under the Act. Registration fees are \$1,500 per year for \$804,000 per year in revenue, which will be remitted to the NDOL Cash Fund. An operative date of July 1, 2027, provides a full year's impact during the second state fiscal year.

To administer the program, NDOL will need 1 Administrative Technician and 2 Labor Law Specialists. Additionally, NDOL will use contract hearing officers for conducting appeals. NDOL estimates 15 hearings per year. Each hearing will take approximately 40 hours of work from the hearing officer at a rate of \$150 per hour for a total of \$90,000 per year.

NDOL will need 1 Attorney III for developing regulations, advising on program operations, and representing the commissioner in enforcement of the Act.

NDOL will use its IT team for development of the registration system. As drafted, the registration requires several documents which NDOL will need to store. IT costs are estimated at \$471,644 for initial build and \$107,442 for annual maintenance costs.

Initial Costs include 1 full-time Web Developer for 6 months, 30 days work from a NDOL Database Administrator, 1 full time Business Analyst for 6 months, 20 hours from an OCIO Senior Database and System Administrator, and costs for additional server and database storage. The agency has adequate cash reserves to finance the first-year costs associated with the IT system development. Current cash spending authority should be sufficient to support the first-year expenditures. Upon implementation, revenue collections are expected to commence immediately. The anticipated revenue stream will provide for continued operational needs and facilitate the replenishment of the cash funds utilized for initial project financing.

Additionally, NDOL will use Nebraska Interactive to set up an online payment portal. This cost is free to the agency, but all online payments have a \$12.45 transaction fee. 20% of total transaction fees goes to the NDOL Cash Fund. This would be approximately \$1,335 per year.

The remaining amendments to LB921 do not create an additional fiscal impact.

BREAKDOWN BY MAJOR OBJECTS OF EXPENDITURE

Personal Services:

<u>POSITION TITLE</u>	<u>NUMBER OF POSITIONS</u>		<u>2026-27</u>	<u>2027-28</u>
	<u>26-27</u>	<u>27-28</u>	<u>EXPENDITURES</u>	<u>EXPENDITURES</u>
IT Web Developer	.50	.23	71,877	34,055
IT Database Analyst	.13	.06	18,329	8,884
IT Business System Analyst	.50	.10	58,809	12,115
Administrative Technician		1.00		49,934
Attorney III		1.00		101,714
Labor Law Specialist		2.00		116,866
Total Salaries	1.13	4.39	149,015	323,568
Benefits			59,850	129,958
...				
Operating			262,779	159,489
....				
Travel				
.				
Capital outlay				
Aid				
.				
Capital improvements				
TOTAL			471,644	613,015

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

2026

LB⁽¹⁾ 921, AM 2761, AM2786, AM2863, AM2864

FISCAL NOTE

State Agency OR Political Subdivision Name: ⁽²⁾ Nebraska Association of County Officials (NACO)

Prepared by: ⁽³⁾ Elaine Menzel Date Prepared: ⁽⁴⁾ 3/25/2026 Phone: ⁽⁵⁾ 402.434.5660

ESTIMATE PROVIDED BY STATE AGENCY OR POLITICAL SUBDIVISION

	<u>FY 2026-27</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:

LB921, AM 2761 (include Health Care Staffing Agency Registration Act as administrator of Contractor and Professional Employer Organization Cash Fund - no fiscal impact to counties), AM2786 (increase 25 to 100 for number of employees impacted by a mass layoff – no fiscal impact to counties), AM2863 (disqualification from unemployment benefits for individuals who do not show up for interviews – no fiscal impact to counties), AM2864 (Section 19 would provide a positive fiscal impact for counties because it would allow a county to file more than one claim for a single correctional institution incident if the threshold amount is met for each claim or prosecution has resolved. No claim shall include prosecution costs for which the Risk Manager has issued a decision pursuant to section 81-8,300).

BREAKDOWN BY MAJOR OBJECTS OF EXPENDITURE

Personal Services:

<u>POSITION TITLE</u>	<u>NUMBER OF POSITIONS</u>		<u>2026-27</u>	<u>2027-28</u>
	<u>26-27</u>	<u>27-28</u>	<u>EXPENDITURES</u>	<u>EXPENDITURES</u>
_____	_____	_____	_____	_____
_____	_____	_____	_____	_____
Benefits.....	_____	_____	_____	_____
Operating.....	_____	_____	_____	_____
Travel.....	_____	_____	_____	_____
Capital outlay.....	_____	_____	_____	_____
Aid.....	_____	_____	_____	_____
Capital improvements.....	_____	_____	_____	_____
TOTAL.....	_____	_____	_____	_____

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

2026

LB⁽¹⁾ LB 921 AM2761, AM2786, AM2863, AM2864

FISCAL NOTE

State Agency OR Political Subdivision
Name: ⁽²⁾

Secretary of State

Prepared by: ⁽³⁾ Joan Arnold

Date Prepared: 3/24/2026
⁽⁴⁾

Phone: ⁽⁵⁾ 402-471-2384

ESTIMATE PROVIDED BY STATE AGENCY OR POLITICAL SUBDIVISION

	<u>FY 2026-27</u>		<u>FY 2027-28</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:

No Fiscal Impact

BREAKDOWN BY MAJOR OBJECTS OF EXPENDITURE

Personal Services:

<u>POSITION TITLE</u>	<u>NUMBER OF POSITIONS</u>		<u>2026-27 EXPENDITURES</u>	<u>2027-28 EXPENDITURES</u>
	<u>26-27</u>	<u>27-28</u>		
_____	_____	_____	_____	_____
_____	_____	_____	_____	_____
Benefits.....	_____	_____	_____	_____
...				
Operating.....	_____	_____	_____	_____
....				
Travel.....	_____	_____	_____	_____
.				
Capital outlay.....	_____	_____	_____	_____
Aid.....	_____	_____	_____	_____
.				
Capital improvements.....	_____	_____	_____	_____
TOTAL.....	_____	_____	_____	_____

ADMINISTRATIVE SERVICES STATE BUDGET DIVISION: REVIEW OF AGENCY & POLT. SUB. RESPONSE

LB: 921 AM:2761, 2786, 2863, 2864 AGENCY/POLT. SUB: Nebraska Association of County Officials (NACO)

REVIEWED BY: Ryan Yang DATE: 3/24/2026 PHONE: (402) 471-4178

COMMENTS: No basis to disagree with the NACO assessment of no fiscal impact from LB 921 as amended.

ADMINISTRATIVE SERVICES STATE BUDGET DIVISION: REVIEW OF AGENCY & POLT. SUB. RESPONSE

LB: 921 AM:2761, 2786, 2863, 2864 AGENCY/POLT. SUB: Department of Administrative Services (DAS)

REVIEWED BY: Ryan Yang DATE: 3/27/2026 PHONE: (402) 471-4178

COMMENTS: The DAS assessment of no fiscal impact from LB 921 as amended appears reasonable.

ADMINISTRATIVE SERVICES STATE BUDGET DIVISION: REVIEW OF AGENCY & POLT. SUB. RESPONSE

LB: 921 AM:2761, 2786, 2863, 2864 AGENCY/POLT. SUB: Secretary of State

REVIEWED BY: Ryan Yang DATE: 3/27/2026 PHONE: (402) 471-4178

COMMENTS: The Secretary of State assessment of no fiscal impact from LB 921 as amended appears reasonable.

ADMINISTRATIVE SERVICES STATE BUDGET DIVISION: REVIEW OF AGENCY & POLT. SUB. RESPONSE

LB: 921 AM:2761, 2786, 2863, 2864 AGENCY/POLT. SUB: Nebraska Department of Labor (NDOL)

REVIEWED BY: Ryan Yang DATE: 3/27/2026 PHONE: (402) 471-4178

COMMENTS: The NDOL assessment of fiscal impact from LB 921 as amended appears reasonable.

ADMINISTRATIVE SERVICES STATE BUDGET DIVISION: REVIEW OF AGENCY & POLT. SUB. RESPONSE

LB: 921 AM:2761, 2786, 2863, 2864 AGENCY/POLT. SUB: Nebraska Department of Correctional Services (NDCS)

REVIEWED BY: Ryan Yang DATE: 3/27/2026 PHONE: (402) 471-4178

COMMENTS: The NDCS assessment of indeterminate fiscal impact from LB 921 as amended appears reasonable.