

PREPARED BY: Nikki Swope
 DATE PREPARED: January 24, 2023
 PHONE: 402-471-0042

LB 670

Revision: 00

FISCAL NOTE
LEGISLATIVE FISCAL ANALYST ESTIMATE

ESTIMATE OF FISCAL IMPACT – STATE AGENCIES (See narrative for political subdivision estimates)				
	FY 2023-24		FY 2024-25	
	EXPENDITURES	REVENUE	EXPENDITURES	REVENUE
GENERAL FUNDS	\$80,102		\$81,736	
CASH FUNDS				
FEDERAL FUNDS				
OTHER FUNDS				
TOTAL FUNDS	\$80,102		\$81,736	

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

LB 670 would include sexual orientation and gender identity as a class of populations that are protected from discrimination under the Nebraska Fair Employment Practice Act. The bill defines Class I employers (those that have fifteen employees or more) and Class 2 employers (those that have one to 15 employees) and defines employment practices for the different types of class employers.

The Equal Opportunity Commission (EOC) anticipates an increase of 50-100 additional charges to be filed if the bill was enacted. This would require an additional Investigator II for the increased caseload. The personnel costs with taxes, insurance and benefits are \$78,567 in FY 2023-24 and \$80,701 in FY 2024-25. The operating costs for FY 2023-24 are \$1,535 include telephone, IT, postage, one-time cost of \$500 to print the revised law booklet. The operating costs of FY 2024-25 include the same costs as in FY 2023-24 minus the one-time \$500 printing cost, are \$1,035. The total cost for FY 2023-24 is \$80,102 and \$81,736 in FY 2024-25.

There is no basis to disagree with these estimates.

ADMINISTRATIVE SERVICES STATE BUDGET DIVISION: REVIEW OF AGENCY & POLT. SUB. RESPONSE			
LB: 670	AM:	AGENCY/POLT. SUB: Equal Opportunity Commission	
REVIEWED BY: Kimberly Burns	DATE: 01/24/2023	PHONE: (402) 471-4171	
COMMENTS: The Equal Opportunity Commission's assessment of fiscal impact for LB 670 seems reasonable given the assumptions used.			

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

2023

LB⁽¹⁾ 670

FISCAL NOTE

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

Prepared by: ⁽³⁾ Kathleen Bogenreif Date Prepared: ⁽⁴⁾ 1-23-23 Phone: ⁽⁵⁾ 402-471-4061

ESTIMATE PROVIDED BY STATE AGENCY OR POLITICAL SUBDIVISION

	<u>FY 2023-24</u>		<u>FY 2024-25</u>	
	<u>EXPENDITURES</u>	<u>REVENUE</u>	<u>EXPENDITURES</u>	<u>REVENUE</u>
GENERAL FUNDS	<u>80102</u>	<u> </u>	<u>81736</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>80102</u>	<u> </u>	<u>81736</u>	<u> </u>

Explanation of Estimate:

The addition of language adding class II employers, qualifying an employer with one or more employees as being covered under the Fair Employment Practice Act will create a financial impact on the NEOC. Based on current data, we estimate a possible 50 to 100 additional charges may be filed with this new employee threshold. The addition of an Investigator II will be needed to handle the increase in charges to be investigated.

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 first yr.) and the monthly cost for telephone, IT//email services and a minor increase for postage. The benefit costs include the cost for family health insurance, FICA and retirement. The salary is based on 5% increase the first year and 2% increase the second. The health insurance reflects a 4% increase as recommended in the budget instructions.

No additional federal funds would be available with this change since this employee threshold is different than the federal laws enforced by the EEOC. As a result, we would not be receiving federal funds for these new investigations. The cost of the new Investigator would need to come from state funds due to this.

BREAKDOWN BY MAJOR OBJECTS OF EXPENDITURE

Personal Services:

<u>POSITION TITLE</u>	<u>NUMBER OF POSITIONS</u>		<u>2023-24</u>	<u>2024-25</u>
	<u>23-24</u>	<u>24-25</u>	<u>EXPENDITURES</u>	<u>EXPENDITURES</u>
EOC Investigator II	<u>1.0</u>	<u>1.0</u>	<u>43888</u>	<u>44768</u>
Benefits.....			<u>34679</u>	<u>35933</u>
Operating.....			<u>1535</u>	<u>1035</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>80,102</u>	<u>81736</u>

