LB 475

Revision: 00

FISCAL NOTE

LEGISLATIVE FISCAL ANALYST ESTIMATE

ESTIMATE OF FISCAL IMPACT – STATE AGENCIES *

	FY 2007-08		FY 2008-09	
	EXPENDITURES	REVENUE	EXPENDITURES	REVENUE
GENERAL FUNDS				
CASH FUNDS				
FEDERAL FUNDS				
OTHER FUNDS				
TOTAL FUNDS	See below		See below	

*Does not include any impact on political subdivisions. See narrative for political subdivision estimates.

This bill would prohibit discrimination in employment based on sexual orientation. The bill also changes the name of the Fair Employment Practice Act to the Employment Nondiscrimination Act.

It is difficult to determine the number of additional cases that would be filed under the provisions of this bill. The agency estimates approximately 150 cases per year. Investigators who do not do intakes handle 80 a year on average. Investigators who also do intakes handle 36 cases a year on average. Up to two investigators would be needed. The cost would be $112,602 in FY 2008 and $106,102 in FY 2009. In addition, changing the name of the Fair Employment Practice Act to the Employment Nondiscrimination Act would result in one-time costs of $4,500 to change rules and regulations and reprint material.

In the past, the agency had indicated expansion of the scope of the Equal Opportunity Commission to include sexual orientation could be absorbed without additional personnel. In the upcoming biennium, the agency estimates they will lose $240,000 in federal reimbursement each year, the equivalent 5 FTE. The loss of federal funds has lessened the agency's ability to absorb additional cases without further lengthening the investigative process and jeopardizing timely resolution to the complaints.

DEPARTMENT OF ADMINISTRATIVE SERVICES

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COMMENTS

NEBRASKA EQUAL OPPORTUNITY COMMISSION: Do not dispute overall agency assessment, however, within the detail, the "Benefits" cost line equates to 54% of the salary line, which appears excessive.