

PREPARED BY: Liz Hruska
 DATE PREPARED: January 30, 2015
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LB 586

Revision: 00

FISCAL NOTE
LEGISLATIVE FISCAL ANALYST ESTIMATE

ESTIMATE OF FISCAL IMPACT – STATE AGENCIES (See narrative for political subdivision estimates)				
	FY 2015-16		FY 2016-17	
	EXPENDITURES	REVENUE	EXPENDITURES	REVENUE
GENERAL FUNDS	75,128		46,050	
CASH FUNDS				
FEDERAL FUNDS			24,700	
OTHER FUNDS				
TOTAL FUNDS	75,128		70,750	

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

This bill prohibits discrimination based on sexual orientation and gender identity. Enforcement would be through the Equal Opportunity Commission.

An additional 60 to 80 cases a year are anticipated to be filed which is the standard caseload of an investigator. The cost is \$75,128 in FY 16 and \$70,750 (\$42,220 GF and \$24,700 FF) in FY 16.

Cases that are dual-filed with the federal government are eligible for federal funds. Up to \$33,150 could be generated each year for a full year at the case rate currently being paid. However, the contract for FY 16 has not been signed, and the contract rate is unknown at this time. Due to cash flow the general fund offset is not assumed until FY 17 and is adjusted to reflect the Federal Fiscal Year which begins on October 1.

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

2015

LB⁽¹⁾ 586

FISCAL NOTE

State Agency OR Political Subdivision Name: ⁽²⁾

Equal Opportunity Commission

Prepared by: ⁽³⁾ Kathy Bogenreif

Date Prepared: ⁽⁴⁾ 1-27-15

Phone: ⁽⁵⁾ 402-471-4061

ESTIMATE PROVIDED BY STATE AGENCY OR POLITICAL SUBDIVISION

	<u>FY 2015-16</u>		<u>FY 2016-17</u>	
	<u>EXPENDITURES</u>	<u>REVENUE</u>	<u>EXPENDITURES</u>	<u>REVENUE</u>
GENERAL FUNDS	<u>75,128</u>	<u> </u>	<u>70,750</u>	<u> </u>
CASH FUNDS	<u> </u>	<u> </u>	<u> </u>	<u> </u>
FEDERAL FUNDS	<u> </u>	<u> </u>	<u> </u>	<u>24,700</u>
OTHER FUNDS	<u> </u>	<u> </u>	<u> </u>	<u> </u>
TOTAL FUNDS	<u>75,128</u>	<u> </u>	<u>70,750</u>	<u>24,700</u>

Explanation of Estimate: With sexual orientation and gender identity added to the Fair Employment Practice Act we estimate an additional 60 to 80 cases will be filed each year. This would require the addition of one EOC Investigator II in order for the agency to keep up with the additional intake of cases.

The operating costs include the addition of 150 sq. ft. of office space (\$1,800 p/yr.), the cost to revise the rules and regulations and reprint this document and the law booklet (\$1,000) and the monthly costs for telephone, postage and computer/email services. The capital outlay includes the cost to set up one office with modular furniture (\$4,000) and the purchase of a computer for the new employee. The benefit costs include the cost for family health insurance, FICA and Retirement. The health insurance was adjusted by 12% for FY 16 and 5% for FY 17 over the current cost of family health insurance.

If the EEOC continues to give the NEOC credit for dual-file cases at 85%, we would be eligible for additional funding beginning with the FY 16-17 EEOC contract year (effective 10-1-16) for cases filed under this basis. The agency could possibly receive \$24,700 for FY 16-17 and \$33,150 for FY 17-18 if 60 cases were filed on these covered bases each of these years.

BREAKDOWN BY MAJOR OBJECTS OF EXPENDITURE

Personal Services:

<u>POSITION TITLE</u>	<u>NUMBER OF POSITIONS</u>		<u>2015-16</u>	<u>2016-17</u>
	<u>15-16</u>	<u>16-17</u>	<u>EXPENDITURES</u>	<u>EXPENDITURES</u>
EOC Investigator II	<u>1.0</u>	<u>1.0</u>	<u>39,040</u>	<u>39,976</u>
Benefits.....			<u>26,785</u>	<u>27,971</u>
Operating.....			<u>3,803</u>	<u>2,803</u>
Travel.....			<u> </u>	<u> </u>
Capital outlay.....			<u>5,500</u>	<u> </u>
Aid.....			<u> </u>	<u> </u>
Capital improvements.....			<u> </u>	<u> </u>
TOTAL.....			<u>75,128</u>	<u>70,750</u>