

PREPARED BY: Liz Hruska  
 DATE PREPARED: March 23, 2015  
 PHONE: 471-0053

**LB 586**

Revision: 01

Revised to include an agency fiscal note and provide new informaiton

**FISCAL NOTE**  
**LEGISLATIVE FISCAL ANALYST ESTIMATE**

<b>ESTIMATE OF FISCAL IMPACT – STATE AGENCIES</b> (See narrative for political subdivision estimates)				
	<b>FY 2015-16</b>		<b>FY 2016-17</b>	
	EXPENDITURES	REVENUE	EXPENDITURES	REVENUE
GENERAL FUNDS				
CASH FUNDS				
FEDERAL FUNDS				
OTHER FUNDS				
TOTAL FUNDS	See Below		See Below	

**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.

The number of additional cases is unknown. The City of Omaha has an ordinance that prohibits discrimination based on sexual orientation. Very few cases have been filed since its passage. If the state agency would experience a small number of additional filings, the investigations could be handled within existing resources. If the caseload increase is substantial, the agency could either contract for investigative work in the short term until a pattern of filing is known at an estimated cost of \$50,000, or there would be a backlog approximately equal to the number of additional cases filed. The agency indicates there is adequate carryover funding to cover the potential contractual costs. The Appropriations Committee at this point has not authorized the use of carryover funds, so they may or may not be available.

Cases that are dual-filed with the federal government are eligible for federal funds. However, the contract for FY 16 has not been signed, and the contract rate is unknown at this time. Any federal funds that may be generated would not be available until FY 17.

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

**2015**

**LB<sup>(1)</sup> 586 REVISED**

**FISCAL NOTE**

State Agency OR Political Subdivision Name: <sup>(2)</sup>

Equal Opportunity Commission

Prepared by: <sup>(3)</sup> Kathy Bogenreif

Date Prepared: <sup>(4)</sup> 3-10-15

Phone: <sup>(5)</sup> 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>50,000</u>	<u>                    </u>	<u>50,000</u>	<u>                    </u>
CASH FUNDS	<u>                    </u>	<u>                    </u>	<u>                    </u>	<u>                    </u>
FEDERAL FUNDS	<u>                    </u>	<u>                    </u>	<u>                    </u>	<u>19,500</u>
OTHER FUNDS	<u>                    </u>	<u>                    </u>	<u>                    </u>	<u>                    </u>
<b>TOTAL FUNDS</b>	<u><b>50,000</b></u>	<u><b>                    </b></u>	<u><b>50,000</b></u>	<u><b>19,500</b></u>

Explanation of Estimate: The NEOC is unsure what the increase in charge filings will be with the implementation of these new provisions related to gender identity and sexual orientation added to the Fair Employment Practice Act. The NEOC would have the opportunity to contract with the EEOC for any charges dual-filed with them under this basis at \$650 per charge. Because the EEOC contract is based on case completions from the prior year, we would not see any possible increase in funds until FY 16-17. The amount of the federal EEOC funds received is based on the actual number of dual-filed cases completed. Even though the NEOC may have the opportunity to contract for more cases, the number of cases completed may not rise to take advantage of the added funding if there is no change in current staffing levels.

Due to the inability for the agency to predict the exact number of additional charge filings we may experience, the NEOC is requesting to carryover \$50,000 in general funds. This would give the agency some funds to hire contract investigators if an inordinate number of charges are filed on these bases. The NEOC would only utilize contract investigators if the backlog of cases shows a marked increase due to these statute changes.

**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>
<u>Benefits.....</u>	<u>                    </u>	<u>                    </u>	<u>                    </u>	<u>                    </u>
<u>Operating.....</u>	<u>                    </u>	<u>                    </u>	<u>50,000</u>	<u>50,000</u>
<u>Travel.....</u>	<u>                    </u>	<u>                    </u>	<u>                    </u>	<u>                    </u>
<u>Capital outlay.....</u>	<u>                    </u>	<u>                    </u>	<u>                    </u>	<u>                    </u>
<u>Aid.....</u>	<u>                    </u>	<u>                    </u>	<u>                    </u>	<u>                    </u>
<u>Capital improvements.....</u>	<u>                    </u>	<u>                    </u>	<u>                    </u>	<u>                    </u>
<b>TOTAL.....</b>	<u><b>                    </b></u>	<u><b>                    </b></u>	<u><b>50,000</b></u>	<u><b>50,000</b></u>