

PREPARED BY: Liz Hruska
 DATE PREPARED: March 21, 2016
 PHONE: 471-0053

LB 586

Revision: 02

Revised to include a new agency fiscal note

FISCAL NOTE
LEGISLATIVE FISCAL ANALYST ESTIMATE

ESTIMATE OF FISCAL IMPACT – STATE AGENCIES (See narrative for political subdivision estimates)				
	FY 2016-17		FY 2017-18	
	EXPENDITURES	REVENUE	EXPENDITURES	REVENUE
GENERAL FUNDS				
CASH FUNDS				
FEDERAL FUNDS				
OTHER FUNDS				
TOTAL FUNDS				

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 up to \$50,000, or there would be a backlog approximately equal to the number of additional cases filed. There is currently adequate funding to handle additional contractual costs within the existing appropriation.

Cases that are dual-filed with the federal government are eligible for federal funds. Any federal funds that may be generated would not be available until FY 18.

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

2016

LB⁽¹⁾ 586

FISCAL NOTE

State Agency OR Political Subdivision Name: ⁽²⁾

Equal Opportunity Commission

Prepared by: ⁽³⁾ Kathy Bogenreif

Date Prepared: ⁽⁴⁾ 1-12-16

Phone: ⁽⁵⁾ 402-471-4061

ESTIMATE PROVIDED BY STATE AGENCY OR POLITICAL SUBDIVISION

	<u>FY 2016-17</u>		<u>FY 2017-18</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: 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 dual file these charges with the EEOC at \$650 per charge. However, the EEOC contract is based on case completions from the prior year so the agency 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 contracted for, completed and on the amount of funding the EEOC has received for this purpose. Although the NEOC may have the opportunity to contract for additional cases, the number of cases the agency completes may not increase to take advantage of the added funding with no increase in the number of investigators processing cases.

BREAKDOWN BY MAJOR OBJECTS OF EXPENDITURE

Personal Services:

<u>POSITION TITLE</u>	<u>NUMBER OF POSITIONS</u>		<u>2016-17</u>	<u>2017-18</u>
	<u>16-17</u>	<u>17-18</u>	<u>EXPENDITURES</u>	<u>EXPENDITURES</u>
_____	_____	_____	_____	_____
_____	_____	_____	_____	_____
Benefits.....	_____	_____	_____	_____
Operating.....	_____	_____	_____	_____
Travel.....	_____	_____	_____	_____
Capital outlay.....	_____	_____	_____	_____
Aid.....	_____	_____	_____	_____
Capital improvements.....	_____	_____	_____	_____
TOTAL.....	_____	_____	_____	_____