

PREPARED BY: Liz Hruska
 DATE PREPARED: March 30, 2015
 PHONE: 471-0053

LB 627

Revision: 03

Revised based on new information

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				
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 adds new provisions related to pregnancy to the Fair Employment Practices Act. Discrimination is prohibited and public accommodations are defined.

The number of additional cases is unknown. Ten other states with proposed or enacted legislation similar to this bill have all indicated little to no fiscal impact. Since other states have experienced only minor increases or no increases in case filings attributed to similar legislation and a small increase in caseloads can be absorbed with existing resources, there is no fiscal impact.

Cases are eligible for a \$650 federal reimbursement per case. Any revenue from federal funds would not be received until the following fiscal year. The federal funds would reduce any General Fund impact in FY 17 and beyond.

ADMINISTRATIVE SERVICES-STATE BUDGET DIVISION: REVIEW OF AGENCY & POLT. SUB. RESPONSES			
LB: 627	AM:	AGENCY/POLT. SUB: Equal Opportunity Commission	
REVIEWED BY: Robin Kilgore		DATE: 3-12-15	PHONE: 471-4180
COMMENTS: No basis to disagree with analysis of fiscal impact.			

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

2015

LB⁽¹⁾ 627 REVISED

FISCAL NOTE

State Agency OR Political Subdivision Name: ⁽²⁾

Equal Opportunity Commission

Prepared by: ⁽³⁾ Kathy Bogenreif

Date Prepared: ⁽⁴⁾ 3-10-15

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>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>
TOTAL FUNDS	<u>50,000</u>	<u> </u>	<u>50,000</u>	<u>19,500</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 pregnancy added to the Fair Employment Practice Act. If the agency experiences an additional 30 cases per year, which have the capability to be dual-filed with EEOC, the agency would have the opportunity to contract with EEOC for the additional charges. 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 carry over \$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 this basis. 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>
Benefits.....	<u> </u>	<u> </u>	<u> </u>	<u> </u>
Operating.....	<u> </u>	<u> </u>	<u>50,000</u>	<u>50,000</u>
Travel.....	<u> </u>	<u> </u>	<u> </u>	<u> </u>
Capital outlay.....	<u> </u>	<u> </u>	<u> </u>	<u> </u>
Aid.....	<u> </u>	<u> </u>	<u> </u>	<u> </u>
Capital improvements.....	<u> </u>	<u> </u>	<u> </u>	<u> </u>
TOTAL.....	<u> </u>	<u> </u>	<u>50,000</u>	<u>50,000</u>