

PREPARED BY: Liz Hruska
 DATE PREPARED: March 10, 2015
 PHONE: 471-0053

LB 627

Revision: 01

Revised to include 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	See Below		See Below	

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. If the 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 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: 1-28-15	PHONE: 471-4180
COMMENTS: No basis to disagree with the agency's estimate of fiscal impact.			

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

2015

LB⁽¹⁾ 627

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> </u>
OTHER FUNDS	<u> </u>	<u> </u>	<u> </u>	<u> </u>
TOTAL FUNDS	<u>75,128</u>	<u> </u>	<u>70,750</u>	<u> </u>

Explanation of Estimate: With the addition of new provisions related to pregnancy added to the Fair Employment Practice Act we estimate an additional 60 or more 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.

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>