

FISCAL NOTE
LEGISLATIVE FISCAL ANALYST ESTIMATE

ESTIMATE OF FISCAL IMPACT – STATE AGENCIES (See narrative for political subdivision estimates)				
	FY 2019-20		FY 2020-21	
	EXPENDITURES	REVENUE	EXPENDITURES	REVENUE
GENERAL FUNDS	See below		See below	
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.

LB109 requires the Director of Personnel to amend the Classification and Pay Plan to include the following classifications for the Nebraska Department of Correctional Services (NDCS) beginning in FY2021-22 and each fiscal year thereafter.

- Corrections Corporal I; Corrections Corporal II; Corrections Corporal III
- Corrections Sergeant I; Corrections Sergeant II; Corrections Sergeant III
- Corrections Unit Caseworker I; Corrections Unit Caseworker II; Corrections Unit Caseworker III

The Department of Administration (DAS) – Personnel Division indicates no fiscal impact.

NDCS indicates no fiscal impact for the 2019-21 biennium but, would increase costs, if implemented, for the 2021-23 biennium. Based on certain assumptions regarding placements of personnel in the proposed classifications and annual adjustments to the pay plan, NDCS estimates an additional \$14,034,290 General Funds for placement in the proposed classifications and an additional \$4,753,156 General Funds to avoid salary compression. There is no basis to disagree.

ADMINISTRATIVE SERVICES STATE BUDGET DIVISION: REVIEW OF AGENCY & POLT. SUB. RESPONSE		
LB: 109 (065)	AM:	AGENCY/POLT. SUB: Nebraska Department of Administrative Services
REVIEWED BY: Joe Wilcox	DATE: 01/24/2019	PHONE: (402) 471-4178
COMMENTS: No basis to dispute the Nebraska Department of Administrative Services (DAS) estimate of No Fiscal Impact to the Agency from LB 109, however the provisions of the bill could have a potential but unknown impact on the Nebraska Department of Correctional Services beginning in FY 2021-22.		

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

2019

LB⁽¹⁾ 109

FISCAL NOTE

State Agency OR Political Subdivision Name: ⁽²⁾ Department of Administrative Services (DAS) – State Personnel

Prepared by: ⁽³⁾ RJ Borer Date Prepared: ⁽⁴⁾ 01-16-2019 Phone: ⁽⁵⁾ 402-471-4460

ESTIMATE PROVIDED BY STATE AGENCY OR POLITICAL SUBDIVISION

	<u>FY 2019-20</u>		<u>FY 2020-21</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:

LB109 is related to the classification and compensation pay plan that is published yearly. This bill adds a provision directing the Director of State Personnel to add three (3) levels of Corrections Corporal, Corrections Sergeant and Corrections Unit Case Worker classifications to the pay plan.

If this bill was passed as introduced, State Personnel will create the new job classifications, job specifications, new pay ranges, and the Classification and Pay plan will need to be updated. This can all be done with existing staff.

There is no fiscal impact to the Department of Administrative Services.

BREAKDOWN BY MAJOR OBJECTS OF EXPENDITURE

Personal Services:

<u>POSITION TITLE</u>	<u>NUMBER OF POSITIONS</u>		<u>2019-20</u>	<u>2020-21</u>
	<u>19-20</u>	<u>20-21</u>	<u>EXPENDITURES</u>	<u>EXPENDITURES</u>
_____	_____	_____	_____	_____
_____	_____	_____	_____	_____
Benefits.....	_____	_____	_____	_____
Operating.....	_____	_____	_____	_____
Travel.....	_____	_____	_____	_____
Capital outlay.....	_____	_____	_____	_____
Aid.....	_____	_____	_____	_____
Capital improvements.....	_____	_____	_____	_____
TOTAL.....	_____	_____	_____	_____

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

2019

LB⁽¹⁾ 109

FISCAL NOTE

State Agency OR Political Subdivision Name: ⁽²⁾ Nebraska Department of Correctional Services

Prepared by: ⁽³⁾ Sara Sump Date Prepared: ⁽⁴⁾ 2/11/19 Phone: ⁽⁵⁾ 402.479.5702

ESTIMATE PROVIDED BY STATE AGENCY OR POLITICAL SUBDIVISION

	<u>FY 2019-20</u>		<u>FY 2020-21</u>	
	<u>EXPENDITURES</u>	<u>REVENUE</u>	<u>EXPENDITURES</u>	<u>REVENUE</u>
GENERAL FUNDS	_____	_____	_____	_____
CASH FUNDS	_____	_____	_____	_____
FEDERAL FUNDS	_____	_____	_____	_____
OTHER FUNDS	_____	_____	_____	_____
TOTAL FUNDS	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>

Explanation of Estimate:

LB 109 will require the position classification plan and salary or pay plan for state employees to include certain positions.

Even though the provisions of LB 109 will not have a fiscal impact on NDCS in the 2019 – 2021 biennium; NDCS estimates needing an additional \$14,034,289 for salary and benefits for the next biennium (2021-2023) if LB 109 passes. This amount includes all current authorized FTE for Corporals and Unit Caseworkers.

NDCS partnered with DAS Personal to make the following assumptions and arrive at the estimates above. The Current Minimum and Maximum salary was adjusted 2% for July 1, 2019 and then adjusted again 2% on July 1, 2020. Using the July 1, 2020 base for the Corrections Corporal I and Corrections Unit Case Worker I, each level was adjusted 7.5% upward, based on the current NAPE standard. The Corrections Sergeant classification has a new minimum and maximum to show the increase of the corporal classifications.

Staff were moved through the pay line based on seniority date, a minimum 3 years' of experience to move to the second level, a minimum 6 years' experience to move to level 3.

To avoid a salary compression issues the following classifications were also increased: Corrections Lieutenant, Corrections Captain, Corrections Major, Corrections Unit Case Manager, Corrections Unit Manager, and Corrections Unit Administrator; if these classes would have not been increased they would have been inverted by the adjustment of the lower classifications. The current rates for those positions are the minimum permanent rates. Pay lines were adjusted 2% on July 1, 2022. NDCS estimates needing an additional \$4,753,156 for salary and benefits to avoid this issue, this will be in addition to the amount listed above.

BREAKDOWN BY MAJOR OBJECTS OF EXPENDITURE

Personal Services:

<u>POSITION TITLE</u>	<u>NUMBER OF POSITIONS</u>		<u>2019-20</u> <u>EXPENDITURES</u>	<u>2020-21</u> <u>EXPENDITURES</u>
	<u>19-20</u>	<u>20-21</u>		
_____	_____	_____	_____	_____
_____	_____	_____	_____	_____
Benefits.....	_____	_____	_____	_____
Operating.....	_____	_____	_____	_____
Travel.....	_____	_____	_____	_____
Capital outlay.....	_____	_____	_____	_____
Aid.....	_____	_____	_____	_____
Capital improvements.....	_____	_____	_____	_____

TOTAL.....

