

PREPARED BY: Scott Danigole  
 DATE PREPARED: February 05, 2019  
 PHONE: 471-0055

# LB 217

Revision: 00

## FISCAL NOTE

LEGISLATIVE FISCAL ANALYST ESTIMATE

<b>ESTIMATE OF FISCAL IMPACT – STATE AGENCIES</b> (See narrative for political subdivision estimates)				
	<b>FY 2019-20</b>		<b>FY 2020-21</b>	
	EXPENDITURES	REVENUE	EXPENDITURES	REVENUE
GENERAL FUNDS	75,305		73,751	
CASH FUNDS				
FEDERAL FUNDS				
OTHER FUNDS				
<b>TOTAL FUNDS</b>	<b>75,305</b>		<b>73,751</b>	

Any Fiscal Notes received from state agencies and political subdivisions are attached following the Legislative Fiscal Analyst Estimate.

LB 217 changes provisions of the Nebraska Wage and Payment and Collection Act by prohibiting an employer from discharging or in any other manner retaliating against any employee because such employee inquired about, discussed, or disclosed comparative compensation information for the purpose of determining whether the employer is compensating any employee in a manner that provides equal pay for equal work.

The Department of Labor estimates the need for 1.0 FTE – Labor Law Specialist to address the provisions of LB 217. This is based on an assumption of 100 claims per year. There is no basis to disagree with this estimate.

<b>ADMINISTRATIVE SERVICES STATE BUDGET DIVISION: REVIEW OF AGENCY &amp; POLT. SUB. RESPONSE</b>		
LB: 217	AM:	AGENCY/POLT. SUB: Department of Labor
REVIEWED BY: Neil Sullivan	DATE: 2/5/2019	PHONE: (402) 471-4179
COMMENTS: No basis to disagree with the Department of Labor assessment of fiscal impact from LB 217.		

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**2019**

**LB<sup>(1)</sup> 217**

**FISCAL NOTE**

State Agency OR Political Subdivision Name: <sup>(2)</sup> Nebraska Department of Labor

Prepared by: <sup>(3)</sup> Katie Thurber Date Prepared: <sup>(4)</sup> 2-4-2019 Phone: <sup>(5)</sup> 402-471-9912

**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	<u>\$75,305</u>	<u>                    </u>	<u>\$73,751</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><u>\$75,305</u></u>	<u>                    </u>	<u><u>\$73,751</u></u>	<u>                    </u>

**Explanation of Estimate:**

LB 217 will require 1.0 FTE Labor Law Specialist at a total cost of \$75,305 in FY19-20 and \$73,751 in FY20-21. NDOL estimates approximately 100 claims per year to be researched by this one position. It cannot be absorbed into the current workload.

**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>
Labor Law Specialist	<u>1.00</u>	<u>1.00</u>	<u>\$41,225</u>	<u>\$42,050</u>
Total Salaries.....	<u>1.00</u>	<u>1.00</u>	<u>\$41,225</u>	<u>\$42,050</u>
Benefits.....			<u>14,804</u>	<u>15,100</u>
Operating.....			<u>16,276</u>	<u>16,601</u>
Travel.....			<u>                    </u>	<u>                    </u>
Capital outlay.....			<u>3,000</u>	<u>                    </u>
Aid.....			<u>                    </u>	<u>                    </u>
Capital improvements.....			<u>                    </u>	<u>                    </u>
TOTAL.....			<u>\$75,305</u>	<u>\$73,751</u>